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A Message from the Minister of Labour

The struggle for human rights is as old as mankind itself. In the long development of democracy, beginning with the Magna Charta of 1215, through the Bill of Rights of 1679, the American Declaration of Independence, France's Declaration of the Rights of Man, etc., those rights have come to gain protection through the law and practice of individual states. The international minimum social and labour standards drafted by the tripartite International Labour Organization have, since the ILO's creation in 1919, pioneered in providing protection of a special kind of human rights.

But the protection gained from all those documents has depended on individual states, and was enjoyed only by the peoples of those states that enacted such measures or ratified such standards.

Then, on December 10, 1948, the United Nations General Assembly adopted and proclaimed a Universal Declaration of Human Rights. For the first time, the rights and freedoms defined in the Declaration—economic and social rights as well as political rights—were set out in an international, universal declaration, and were specifically applied to the individual as a human being “without distinction based on the political status of countries or territories”. That is the real significance of this Declaration.

As its contribution to the Canadian celebration of the tenth anniversary of the Universal Declaration of Human Rights, the *Labour Gazette* is publishing in this issue a special section on Human Rights. It is most appropriate, in my opinion, for the *Labour Gazette* to mark this anniversary in this way. I say this because the publicizing of such documents and of action taken towards the achieving of human rights and fundamental freedoms is in no way foreign to one of the purposes served by the *Labour Gazette*. As set forth on the first page of its first issue in September 1900, the *Labour Gazette* aims to contain in its columns topics that “have a bearing on the status and well-being of the industrial classes of Canada”. And I say it because Canadian governments have long believed in the concepts crystallized in the Declaration's thirty articles and have already given legislative force to many of them; the Government of which I am a member introduced during the most recent session of Parliament a “Bill of Rights” aimed at providing statutory protection of some of the other rights enumerated in the Declaration.

I further believe it appropriate for a Department of Labour publication to call attention to this anniversary because Articles 23 and 24 of the Declaration come close to spelling out the reasons for the establishment and existence of a Department of Labour.

The Declaration's tenth anniversary will be celebrated throughout almost the entire world. In Canada a country-wide celebration has been organized by a group of organizations who have formed the Human Rights Anniversary Committee for Canada. I note that this Committee includes among its sponsoring organizations several groups within the Canadian labour movement.

I invite, and urge, all readers of the *Labour Gazette* to read the Universal Declaration of Human Rights reprinted on the following pages, and all the articles that make up this special Human Rights section of this issue.

Michael Starr,
Minister of Labour.



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Universal Declaration of Human Rights

PREAMBLE

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebelling against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations,

Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

Now, Therefore,

THE GENERAL ASSEMBLY

proclaims

THIS UNIVERSAL DECLARATION OF HUMAN RIGHTS as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1. All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2. Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3. Everyone has the right to life, liberty and security of person.

Article 4. No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5. No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6. Everyone has the right to recognition everywhere as a person before the law.

Article 7. All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8. Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9. No one shall be subjected to arbitrary arrest, detention or exile.

Article 10. Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11. (1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

(2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than

the one that was applicable at the time the penal offence was committed.

Article 12. No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13. (1) Everyone has the right to freedom of movement and residence within the borders of each state.

(2) Everyone has the right to leave any country, including his own, and to return to his country.

Article 14. (1) Everyone has the right to seek and to enjoy in other countries asylum from persecution.

(2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15. (1) Everyone has the right to a nationality.

(2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16. (1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.

(2) Marriage shall be entered into only with the free and full consent of the intending spouses.

(3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17. (1) Everyone has the right to protection by society and the State, own property alone as well as in association with others.

(2) No one shall be arbitrarily deprived of his property.

Article 18. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19. Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20. (1) Everyone has the right to freedom of peaceful assembly and association.

(2) No one may be compelled to belong to an association.

Article 21. (1) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.

(2) Everyone has the right of equal access to public service in his country.

(3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22. Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23. (1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

(2) Everyone, without any discrimination, has the right to equal pay for equal work.

(3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

(4) Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24. Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25. (1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

(2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26. (1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

(2) Education shall be directed to the full development of the human personality

and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.

(3) Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27. (1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

(2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28. Everyone is entitled to a social and international order in which the rights

and freedoms set forth in this Declaration can be fully realized.

Article 29. (1) Everyone has duties to the community in which alone the free and full development of his personality is possible.

(2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.

(3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30. Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

Protection of Human Rights within the Canadian Constitutional System

On September 5, 1958, the Prime Minister introduced in the House of Commons Bill C-60 entitled "An Act for the Recognition and Protection of Human Rights and Fundamental Freedoms," the short title of which is the Canadian Bill of Rights. He explained that after the Leader of the Opposition and a representative of the CCF Party had expressed their views, the measure would be held over until the next session to be introduced at the earliest possible date after full representations have been received from those organizations and individuals in our country whose interest over the years has been directed to the necessity for a Bill of Human Rights and Fundamental Freedoms". This proposal for the further protection of human rights and fundamental freedoms is now before the people of Canada in this tenth anniversary year of the adoption of the Universal Declaration of Human Rights.

The Bill contains two parts. In Part I, Section 2 contains the recognition and declaration of rights and freedoms and reads as follows:

It is hereby recognized and declared that in Canada there have always existed and shall continue to exist the following human rights and fundamental freedoms, namely,

(a) the right of the individual to life, liberty, security of the person and enjoyment of property and the right not to be deprived thereof except by due process of law;

- (b) the right of the individual to protection of the law without discrimination by reason of race, national origin, colour, religion or sex;
- (c) freedom of religion;
- (d) freedom of speech;
- (e) freedom of assembly and association; and
- (f) freedom of the press;

Section 3 provides that all the Acts of the Parliament of Canada enacted before or after the commencement of the Act, and all orders, rules, regulations thereunder and laws in force in Canada which are subject to the authority of the Parliament of Canada, shall be so construed and applied as not to infringe or abrogate any of the rights or freedoms recognized by this Act. In particular they will not:

- (a) impose or authorize the imposition of torture, or cruel, inhuman or degrading treatment or punishment;
- (b) deprive a person who has been arrested or detained
 - (i) of the right to be informed promptly of the reason for his arrest or detention;
 - (ii) of the right to retain and instruct counsel without delay, or
 - (iii) of the remedy by way of habeas corpus for the determination of the validity of his detention and for his release if the detention is not lawful;
- (c) authorize a court, tribunal, commission, board or other authority to compel a person to give evidence if he is denied counsel or other constitutional safeguards;

- (d) deprive a person of the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations; or
- (e) deprive a person of the right to a fair and public hearing by an independent and impartial tribunal for the determination of any criminal charge against him.

Section 4 imposes on the Minister of Justice the duty to examine every proposed regulation submitted in draft form to the Clerk of the Privy Council, and every Bill introduced in the House of Commons to ensure that the proposed measure conforms to the provisions of this Act.

In Part II, Section 5 contains a saving clause to the effect that nothing in Part I of the Bill could be construed as abrogating or abridging any human right or fundamental freedom not mentioned in that Part that may have existed in Canada at the commencement of the Act.

Section 6 provides that security measures provided in Sections 3, 4, and 5 of the War Measures Act shall come into force only following proclamation of the Governor in Council declaring that war, invasion or insurrection, real or apprehended, exists. Such a proclamation shall be laid before Parliament forthwith after its issue or, if Parliament is not sitting, within the first 15 days thereafter.

In explaining in the House of Commons the provisions of Section 6 the Prime Minister said that in time of war rights on occasion have to be placed in pawn as security for victory, but such decision should be made not by the Governor in Council but by Parliament, "thereby restoring to the representatives of the people the right to declare whether or not, for a period to be designated during the progress of war or an international catastrophe similar thereto, any rights shall be deprived except in consequence of the act of Parliament."

As pointed out above, Section 2 of the Bill states that in Canada there have always existed and shall continue to exist certain human rights and fundamental freedoms. They have existed in the main because the British heritage of political customs, usages, conventions and traditions have been carried over into the Canadian way of life. This British heritage of individual and political freedom received formal recognition as being part of the Canadian constitution by a declaration inserted in the preamble to the British North America Act proclaiming that the Dominion of Canada is to have "a constitution similar in principle to that of the United Kingdom".

Language and education were practical issues at the time when the provinces were united, and accordingly both subjects are dealt with in the B.N.A. Act. Section 93 of the Act preserves the rights and privileges of "denominational schools"; extends to the separate schools of "the Queen's Protestant and Roman Catholic Subjects" in Quebec the same powers, privileges and duties then conferred and imposed on the separate schools of "the Queen's Roman Catholic subjects" in Ontario; provides for an appeal to the Governor-General in Council from any act or decision of a provincial authority "affecting any Right or Privilege of the Protestant or Roman Catholic Minority of the Queen's subjects in relation to Education"; declares that in the event of any failure on the part of the provincial authority to observe or enforce the provincial laws contemplated by the section, the Parliament of Canada may provide for the execution of the provisions of the section or of any decision of the Governor-General in Council under this section.

Section 133 specifies that either the English or the French language may be used in debates in the federal Parliament and in the Quebec Legislature; that both these languages shall be used in the respective records and journals of those Houses; that either of those languages may be used by any person in the courts established under the Act, and in any of the courts in Quebec.

The Prime Minister's Bill seems to imply on the part of the Parliament of Canada the renunciation of the principle of the sovereignty of the Parliament of Canada insofar as the curtailing of human rights is concerned except regarding the security measures enacted under the War Measures Act.

The proposed Bill is not conceived as an amendment to the B.N.A. Act but as a statute of the Parliament of Canada. It is limited in scope, being restricted to the rights strictly within the jurisdiction of Parliament whatever that jurisdiction may be. It does not infringe on the jurisdiction granted by the B.N.A. Act to the provincial legislatures.

Although the limits of the jurisdiction of Parliament in the field of human rights may not as yet have been clearly defined by court decisions, the field is at any rate fairly wide, since Section 91 of the B.N.A. Act granted to the Parliament of Canada the power "to make laws for the Peace, Order and Good Government of Canada in relation to all matters not coming within the classes of subjects by this Act assigned

exclusively to the legislatures of the province" and in particular, *inter alia*, "The Criminal Law except the constitution of courts of criminal jurisdiction, but including the procedure in criminal matters."

It is also clear, however, that because Section 92 of the B.N.A. Act grants exclusive powers to provincial legislatures in relation to "Property and Civil Rights in the Province," provincial legislatures may make laws in respect to some aspects of civil rights.

The question of what is involved in the term "property and civil rights" as being within provincial jurisdiction has been dealt with in a number of cases in the Supreme Court of Canada. Views have been expressed that this term does not include freedom of worship and freedom of speech and therefore these freedoms are within the jurisdictional powers of the Parliament of Canada. In this respect it is of interest to note the opinions regarding the matter expressed by judges of the Supreme Court of Canada in *Saumur v. City of Quebec and Attorney General of Quebec* (1953) 4 D.L.R. p. 641, the case involving the constitutionality of a by-law of the City of Quebec which prohibited distribution of printed matter on the streets of the City of Quebec without the written permission of the Chief of Police. The issues raised in the case were whether the disputed by-law was directed at regulation of streets or at interference with freedom of religion and freedom of speech; was the by-law administered as involving censorship; are the provinces competent to legislate in respect to freedom of religion and speech. The Court held by a majority that the by-law in question does not extend so as to prohibit the members of Jehovah's Witnesses from distributing in the streets of Quebec any of their religious literature without permission, but the by-law itself was held by a majority as *intra vires* of provincial jurisdiction.

On that occasion some judges expressed the views that freedom of worship and freedom of expression are within provincial authority, within "property and civil rights," under Section 92 (13) of the B.N.A. Act. This view was shared by Chief Justice Rinfret, Mr. Justice Taschereau and Mr. Justice Kerwin.

Chief Justice Rinfret (with Mr. Justice Taschereau concurring) held that freedom of worship is a civil right within the terms of Section 92 (13) of the B.N.A. Act and consequently a provincial domain. As to the question whether there are any limitations on the provincial powers to legislate on freedom of worship and expression, he was of the opinion that in the absence of a

Bill of Rights, the supreme authority of the provinces to legislate and if necessary to restrict these freedoms could not be questioned. Mr. Justice Kerwin expressed the opinion that the right to practice one's religion, as well as the freedom of the press, are civil rights within provincial jurisdiction.

An opposite stand was taken by Mr. Justice Rand, Mr. Justice Kellock, Mr. Justice Estey and Mr. Justice Locke, who were of the opinion that freedom of worship and freedom of expression are within federal jurisdiction.

In this respect Mr. Justice Rand was of the opinion that from 1760 onwards, religious freedom has been recognized as a fundamental principle in the Canadian legal system, and the statutory history of the expression "property and civil rights" exhibited in enactments which also made special provisions relative to religion shows that matters of religious belief were never intended to be within Section 92 (13) of the B.N.A. Act; nor can legislation in relation to religious profession be considered a matter of a local or private nature within Section 92 (16) since its dimensions are nation-wide. His conviction that freedom of religion is outside provincial legislative power (although it may be affected by competent provincial legislation) was fortified by Section 93 of the B.N.A. Act, which deals with the rights and privileges of denominational schools and apparently contains the only reference in the Act to religion. If freedom of religion was a provincial concern, then, Mr. Justice Rand added, "these vital constitutional provisions could be written off by the simple expedient of abolishing, as a civil right, and by provincial legislation, the religious freedoms of minorities, and so, in legal contemplation, the minorities themselves".

Also he was of the opinion that freedom of speech, as a basic condition of parliamentary government, is beyond provincial powers of regulation.

In Mr. Justice Kellock's opinion, the legislative history from 1774 on indicates that the phrase "property and civil rights" did not encompass religious profession and exercise, which were dealt with in the pre-Confederation statute of 1851, An Act respecting Rectories. He asserted that the right to the exercise of religion is not a "civil right" and even if it is, it is not a civil right "within the province"; and this conclusion is fortified by Section 93 of the B.N.A. Act.

Mr. Justice Estey stated that free exercise and enjoyment of religious profession and worship is a matter within the legislative

power of the Dominion for "the Peace, Order and good Government of Canada" (Section 91) and does not come within Section 92 (13).

In Mr. Justice Locke's opinion the protection of the right of religious worship as of the right to free public discussion is within federal legislative power and such matters are not civil rights within provincial competence.

Mr. Justice Cartwright and Mr. Justice Fauteux differed somewhat from either of the opinions expressed above. They held that there are no rights of a citizen of Canada which are beyond the reach of either Parliament or a provincial legislature. Freedom of the press is not a separate matter committed exclusively to either Parliament or to provincial legislatures. It may in some aspects fall within federal authority (as, for example, in relation to criminal law) and in others within provincial authority. While it may well be that religion as such is a matter within exclusive federal competence (although it was unnecessary to decide this in the case before them), nonetheless a province, legislating within its appointed sphere, may affect religious practices.

The provinces have availed themselves of the legislative powers granted under the property and civil rights clause to enact legislation aimed at the protection of some of the basic rights and providing remedies for an individual whose rights are infringed. The Saskatchewan Bill of Rights asserts the right to freedom of conscience (including freedom of worship); the right to free expression through all means of communications; the right of association; freedom from arbitrary imprisonment; and the right to free exercise of the franchise. It also asserts certain rights which are to be enjoyed without discrimination because of race, creed, religion, colour, or ethnic or national origin, namely, the right to own and occupy property, the right to membership in professional associations and occupational organizations, and the right to education. It is an offence punishable by a fine to deprive anyone of these rights or abridge or otherwise restrict them. Any person may lay an information alleging on behalf of himself or a class of persons that any of these rights has been infringed. The Court of Queen's

Bench may also issue an injunction restraining the person responsible for such infringement.

The provinces of Ontario and Quebec both have on their statute books laws expressing the right to freedom of worship in terms which originated in An Act respecting Rectories, the legislation referred to above, which was enacted in the period before Confederation when the two provinces were united. They are the Freedom of Worship Act in Quebec, (R.S.Q., 1941, c. 307) and An Act respecting Rectories in Ontario (R.S.O. 1897, c. 306, which does not appear in the more recent revised statutes but has not been repealed).

Some other statutes dealing with basic rights have been enacted in a number of provinces. There are statutes in all provinces protecting an employee's right to freedom of association in respect to membership in a trade union (Labour Relations Acts). Equal opportunity in respect to employment without discrimination based on race, religion, colour or national origin has been the subject of legislation in six provinces (Fair Employment Practices Acts); and the right of accommodation without discrimination in places to which the public has access has been set out in legislation in Ontario and Saskatchewan (Fair Accommodation Practices Acts).

It is clear from what the provinces have already undertaken in the way of positive legislation to ensure respect for basic rights and redress for persons whose rights are infringed that they have a broad field of responsibility. It may be that the proposed federal Bill may commend itself to provincial governments as a practical kind of measure which each province might also adopt. Such a Bill of Rights would ensure that the legislative body, in carrying out its task of legislating in the broad interests of the electorate, will at the same time scrutinize each legislative proposal from the standpoint of respect for basic human rights and fundamental freedoms; and that in interpreting the laws by the legislative body, the courts would examine them in the light of the statement that they "shall be so construed and applied as not to abrogate, abridge or infringe" the rights and freedoms set out in the Bill of Rights.

ILO Survey Seen Promoting

The ILO's world-wide freedom-of-association survey "may open a new stage in international efforts to promote respect for human rights and fundamental freedoms," ILO Director-General David A. Morse told the United Nations Economic and Social Council at its 26th session.

Respect for Human Rights

The factual survey, which is to include on-the-spot studies in ILO member countries, will get underway next year, he said, recalling that the governments of the United States and USSR have asked that survey missions be sent to their countries (L.G., Aug., p. 869).

Canadian Legislation and Measures Prohibiting Discrimination in Employment*

The Canada Fair Employment Practices Act, which came into effect on July 1, 1953, is designed to prevent and eliminate practices of discrimination against persons in regard to employment and in regard to membership in a trade union because of race, national origin, colour or religion.

Parliament, in passing the Act, was translating into law a basic principle of human rights.

As a member of various international organizations, Canada in recent years has subscribed to general declarations of the basic rights and liberties of the individual. For instance, this country accepted the United Nations Charter and declaration of human rights, and the declaration of aims of the International Labour Organization.

Among these declarations of rights was one which this legislation is designed to protect—the right of equality of opportunity in employment. It is recognized that legislation, by itself, cannot entirely change the attitudes of mind which are at the root of discrimination. The discussions that took place while the Act was before Parliament emphasized the need for continued public and private educational efforts to do away with prejudice and ignorance.

Like other federal legislation in the labour field, the Act applies only to works and businesses within federal jurisdiction, but the hope was expressed in Parliament that the legislation would have a far-reaching and healthy influence all across the country.

While the Act lays down penalties for positive acts of discrimination, it is expected that most of the cases that arise will be settled by conciliation, without any need for recourse to the courts. Experience with similar legislation in other places has shown that the existence of the legislation alone is sufficient in many cases to prevent discrimination. Then, too, it is likely that many cases of discrimination will be found to have been caused by misunderstanding or thoughtlessness on the part of one or both

of the parties, and that in such cases complaints will be ironed out without difficulty.

None of the provisions of the Act are to be interpreted as requiring anyone to employ a person, or to take any other action, contrary to government security regulations.

The Act states that no employer shall refuse to employ, or continue to employ or otherwise discriminate against, any person in regard to employment, or any term or condition of employment, because of his race, national origin, colour or religion. Further, an employer is not to use any employment agency which practices discrimination against persons seeking employment.

Employers are not to make written or oral inquiries or to use application forms relating to employment that express directly or indirectly any limitation, specification or preference based on race, national origin, colour or religion, except where based on a *bona fide* occupational qualification. There are similar provisions against discriminatory advertising.

The Act also forbids discriminatory actions by labour unions. No labour union may exclude anyone from full membership, or expel, suspend or otherwise discriminate against, any of its members, or discriminate against any one in regard to his employment, because of race, colour, national origin or religion.

The Act applies to employers in essentially the same industries and undertakings as does the Industrial Relations and Disputes Investigation Act. These are the undertakings which are within the legislative jurisdiction of the Parliament of Canada. It applies also to trade unions, to the extent that their operations fall within federal jurisdiction. The Act does not apply to employers of fewer than five employees, and it excludes non-profit educational, fraternal, charitable, religious and social organizations.

The works and undertakings to which the Act applies include those in navigation and shipping, railways, canals, telegraphs, aerodromes, airlines, radio and television broadcasting, banks and federal crown corporations, as well as to works or undertakings that have been declared to be for the general advantage of Canada, or are outside the exclusive jurisdiction of the provincial legislatures.

A person who feels that he has been discriminated against may make a complaint,

* Article 2 of the Universal Declaration of Human Rights states, "Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status"; and Article 23 (1) states, "Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment".

Case No. 1

On September 16, 1953, two months after the Act came into force, the first complaint was made under the legislation. The case concerned a Negro stenographer who complained against a firm within the scope of the Act. The person in question charged that she was refused employment on racial grounds. She stated that she had answered an advertisement by telephone and was asked to come to the office of the firm for an interview. When she did, she was informed that the position was filled. No further explanation was given.

Within a short period of time the complainant telephoned the company and spoke with the person who had informed her that the vacancy had been filled. He indicated that the job was still open.

A Department of Labour Conciliator was appointed to investigate the case and he interviewed both the complainant and the officers of the company concerned. It was noted that the complainant was very fair in the discussion of her complaint before the Conciliator and devoid of any bitterness. When the company officials were interviewed they promptly admitted that an error had been made, they fully realized their liability in the situation and were most anxious to make an adjustment. The company to show its good faith, sent an application form to the complainant who, in reply, stated that she had since taken another position. However, the Department was informed by both the complainant and the organization which supported her complaint that they were satisfied that the filing of her complaint here had brought discrimination to light, that suitable amends had been offered and that the practical worth and workability of the legislation had been demonstrated. No further complaints have been received involving this particular company and it is known that the company has in its employment many persons of different colours, races and creeds.

in writing, to the Director of Industrial Relations, Department of Labour, Ottawa. An officer of the Department may then be directed to make an immediate inquiry into the complaint and try to bring about a satisfactory settlement by conciliation. It is hoped that most complaints will be settled at this stage.

If the officer is not able to bring about a settlement, the Minister of Labour is empowered by the Act to set up an Industrial Inquiry Commission to investigate the complaint and to make recommendations to the Minister as to how it can best be settled. When he receives the final report of the Commission, he will furnish a copy to each of the persons affected, and he may make the report public if he thinks it advisable.

The Minister is empowered to issue any order he considers necessary to carry a recommendation of the Commission into effect and such orders are final and binding on the parties. The Act provides penalties for any person or organization convicted of refusing or neglecting to do anything required by the Act.

The Act provides for recovery of loss of wages suffered by a person who has been discriminated against. When an employer has been convicted of discrimination—that is, when he has discharged an employee contrary to the Act, or has transferred him or laid him off—the court may order the employer to pay the employee compensation for his loss of wages up to the time of the employer's conviction. The court is also empowered to order the reinstatement of the employee in the position he would have held if the act of discrimination had not taken place.

Persons who lay complaints under the Act are protected against retaliatory action. The Act states that no employer or trade union shall discharge or expel any person, or discriminate against him in any way, because he has made a complaint under the Act. There is a similar protection for persons who give evidence or assist in any way in the initiation or prosecution of a complaint.

Before the Act came into force, it was believed that in industry within federal jurisdiction there was a large number of application for employment forms in use which contained questions contrary to the provisions of the Act. It was realized that the existence of these application forms would constitute a major source of complaints. An examination was made by Department of Labour officials of application forms in use in federal jurisdiction and a memorandum was prepared for the guidance of employers, advising them of questions in application forms that would likely be considered discriminatory. The memorandum was forwarded to all employers in the federal field and the Department was most encouraged by the fact that a large number of employers expressed appreciation of the memorandum

and stated that they had amended their application forms accordingly. It was obvious from their reaction that at least one problem of discrimination in employment had been lessened.

The Department of Labour decided as a matter of policy from the very beginning of the Act that its conciliation and enforcement provisions must be supplemented by a program of educational publicity. It was felt that such a program would have a beneficial effect on the attitudes of mind that give rise to acts of discrimination, and that education would also tend to reduce the number of complaints and the problem of enforcement.

In the first year of the operation of the Act the Department sponsored a series of radio talks by prominent Canadians on the subject of discrimination (L.G., Sept. 1954, p. 1265; Oct. 1954, p. 1427; March 1955, p. 285). The response to these broadcasts, which were carried over 107 radio stations, was so favourable that the talks were published in pamphlet form and were later published together in a booklet entitled *Do unto Others...*; about 30,000 of the individual talks and booklets have been distributed.

In the first year of the Act the Department also printed a pamphlet entitled *No Discrimination in Employment*, the purpose of which was to explain the main provisions of the Act. Again in the first year of the Act, the Department printed posters that explained briefly the purposes of the Act. These posters were given wide distribution.

The Department has also had a policy of broadcasting radio plays on the subject of anti-discrimination in employment. Several of these radio plays have been broadcast every year and the Department will continue to present each year at least two radio plays of this nature. The Department also sponsored a series of radio talks by prominent Canadians representative of Government, church, employers, trade unions, and other groups interested in human rights. These talks are to be published shortly in booklet form. Tape recordings of all the radio plays are available on loan as well as the scripts of the plays.

Each year the Department has placed advertisements outlining the provisions of the Act in 63 foreign language newspapers as well as in several trade union journals. The Department has also published a pamphlet entitled *Legislation for Fair Employment Practices in Action*, which presented summaries of five sample cases processed under the Act. (These summaries are reprinted in the boxes on these pages.)

Case No. 2

This case history involved a person born in Denmark but living in Canada. He had had nine years' experience in his trade in Denmark and had served five years' apprenticeship in Canada. He applied to his trade union for a union card as a qualified mechanic. Although the local union had been instructed by the national officers of the union, because of representations made to them by the complainant, to issue the complainant a union card or to show valid reason for not doing so, no action was taken by the local. The person aggrieved submitted an official complaint to the Department that he had been discriminated against because of his national origin.

The complaint was processed by correspondence, and the national union officials, when they were notified of the complaint by the Department, immediately commenced a thorough investigation. The officials of the local union took the position that there was a question of the validity of the complainant's apprenticeship papers and also a question of his seniority. The accusation of discrimination was denied.

In this particular case, discrimination was not proved, although there was an indication that because the complainant was a new Canadian, a permanent union card was denied him. Proved or not proved, the result was that the complainant was issued a union card and became a full member of the union concerned.

About 30,000 of these pamphlets in English and French have been distributed and there is still a constant demand for them.

Another pamphlet entitled *Job Justice in Canada* concerns itself mainly with companies' personnel programs from the point of view of equal job opportunity regardless of race, religion, colour or national origin. The text of this pamphlet is reprinted on page 1226 of this issue.

The Department has purchased several prints of a film entitled "Commencement" which was produced for the President's Committee on Government Contracts in the United States. The Department also sponsors a film produced by the National Film Board entitled "Going to a Fire". This latter film concerns itself with racial tension in a farming community in Western Canada. A film entitled "High Wall," which is the story of the harmful effects of

Case No. 3

This case started when a woman filed a complaint under the Act. She claimed that she had applied for employment in a certain company and that she was discriminated against because of her race.

The case was settled satisfactorily when the company agreed to issue instructions to its personnel stating that no discrimination would be allowed against its present employees on the grounds of race, religion, colour or national origin. The company also agreed to advertise job vacancies in newspapers published in Canada in the language of the country of origin of the complainant. The complainant indicated she was no longer interested in taking a position with the company.

This was considered to be a most satisfactory settlement because the company concerned, which is an important one, has made a radical change in its personnel policy as a result.

racial and religious prejudices, is also being sponsored. From time to time the Department advertises in newspapers and journals the availability of these films. The Department at the present time is studying scripts of a film which it hopes to produce in conjunction with the National Film Board and which will concern itself with discrimination in employment in Canada.

The Minister of Labour has on two occasions concened meetings of persons interested in fair employment practices legislation who are representative of employers, churches, trade unions, and voluntary agencies in the anti-discrimination field. As a result of these meetings a permanent consultative committee is being established.

Formal complaints under the Act since it went into effect in 1953 have been relatively few. The majority of the complaints allege discrimination in employment because of colour; there were several complaints alleging discrimination because of race or national origin and several complaints alleging that there were discriminatory questions in applications for employment forms. To date 29 formal complaints have been made under the Act; all have been settled except one still being investigated. All of the settlements were made at the conciliation stage and there has been no necessity to establish a special Commission. Although the number of cases has not been large, the long-term effects of some of them

are quite significant. In some areas, where discrimination in employment had given rise to difficult problems, precedents have been established and new employment patterns have been started. There are still difficult areas but in most of them important advances have been made to combat discrimination.

There are two other federal anti-discrimination measures. One of these, a provision in the Unemployment Insurance Act, provides that it is the duty of the Unemployment Insurance Commission to ensure that there is no discrimination by the National Employment Service in referring workers to jobs. The prohibition of discrimination by Unemployment Insurance Commission officers in the referral of workers to employment has always been a matter of instruction to local officers and this policy was given statutory authority under Section 22 (2) (b) of the Unemployment Insurance Act.

The other measure is an Order in Council which requires that a provision be inserted in all federal government construction and supplies contracts, prohibiting discrimination in employment by the contractor.

The passing of legislation by the federal Government and several of the provincial Governments has strengthened the Commission's efforts to combat discrimination. Local National Employment Service officers are required to draw to the attention of the employer any condition or specification in application for employment forms that appear discriminatory. Placement officers may not take any action on the order or application form until the specification in

Case No. 4

The complaint which started this case was made by a man who claimed that the company had refused to hire him as a cook because of his race. The complainant also stated that the application form which was being used by the company contained a question on nationality which was contrary to the provisions of the Canada Fair Employment Practices Act. After the Department of Labour had investigated the case the company agreed to employ the complainant in another position and said that they would employ him as a cook if he still wanted that job during the next season. The complainant consented to a settlement of the case on this basis.

question has been removed or until a decision concerning it has been given by competent authorities. In the case of employment covered by provincial legislation, cases requiring decision are submitted to the proper provincial authority. Cases subject to federal legislation are submitted to the federal Department of Labour. Where employment is not covered by any existing legislation, decision is given by the head office of the Unemployment Insurance Commission.

In the last two years, three complaints were investigated and in no cases were Commission officers found to be at fault. This is particularly significant inasmuch as the Commission offices made almost three million referrals to employment in this period.

The Staff Training Division of the Unemployment Insurance Commission has a training program in the anti-discrimination field. The training program, which is applicable to all National Employment Service officers and staff, includes a study of the discrimination clause in the Unemployment Insurance Act and a study of the UIC manual. Part of the program includes a study of limitations and specifications in employment application forms and what constitutes a *bona fide* occupational qualification. The program also includes a study of Order in Council P.C. 4138, which prohibits discrimination in the hiring and employment of labour for Government contracts. The Canada Fair Employment Practices Act is also studied and is discussed paragraph by paragraph on a question and answer basis. A study of provincial legislation concerning discrimination, as it applies to a particular region, is part of the program. The federal Department of Labour's Memorandum for the Guidance of Employers on the status of certain employment inquiries under the Canada Fair Employment Practices Act is a subject of study by the officers and staff of the National Employment Service and there are also round-table discussions concerning anti-discrimination in general.

In the City of Montreal there is established machinery for the National Employment Service officers to meet with employers and trade union groups, when, among other things, the question of discrimination is discussed.

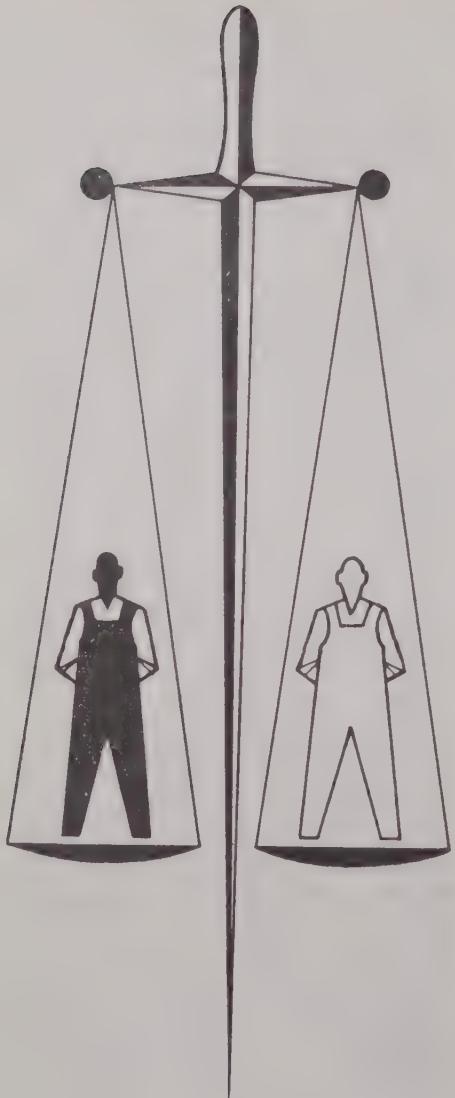
Case No. 5

This case began when a Negro, already employed by his company, claimed that he was denied a promotion to a higher position because of his colour. The Department of Labour investigated and the case was settled when the company agreed in writing that the complainant would receive the next promotion to the same class of position as the one involved in the original complaint. Later on, the complainant was promoted, thus becoming the first Negro to be employed by the company in that position. The settlement of this case was considered a most important one because it is believed to have broken down an employment barrier about which the Negroes of Canada were much concerned.

Since the inception of the Canada Fair Employment Practices Act and other federal anti-discrimination legislation, the Minister of Labour has been given every co-operation by the various employers, trade union and voluntary agencies interested in the prohibition of discrimination.

In the last ten years, six provinces, Ontario, Manitoba, Saskatchewan, British Columbia, Nova Scotia and New Brunswick) have enacted laws outlawing discrimination in employment. Two provinces (Ontario and Saskatchewan) have laws outlawing discrimination in public accommodation and two provinces (Ontario and Manitoba) have laws making restrictive real estate covenants illegal.

The question of methods to combat anti-discrimination in employment has also been dealt with at the international level and Canada has played a very significant role in the development of an international Convention and Recommendation on the subject. (The text of the ILO Convention concerning discrimination in respect of employment and occupation may be found at page 874 of the August *Labour Gazette* and the text of the Recommendation at page 876.) The Convention is confined to basic principles which command a wide measure of public support and legal sanction. The Recommendation suggests methods of translating and implementing these basic principles into public policy.



Job Justice in Canada

(Text of a Department of Labour folder for distribution to Management)

Some business organizations have an employment policy that is formulated only along very general lines by top management and which does not deal specifically with the subject of discrimination in employment. A failure to include a clear-cut and positive statement and direction on the subject of discrimination in employment on account of creed, colour, race or national origin may have unfortunate and unforeseen consequences.

It may result in a mistaken or lukewarm application of the principle of non-discrimination into the hiring practices of the company by those responsible for the application of the policy.

It leaves the way open for any personnel supervisor who may have prejudices in this field of discrimination to translate his prejudices either consciously or otherwise into his interpretation and application of company policy. In these circumstances, the higher company officers may be unaware that their employment policy, as applied, discriminates against Canadians and persons born outside of Canada because of their creed, colour, race or national origin. Some personnel supervisors, if prejudiced themselves, translate their prejudices into company policy, and believe that because the statement of employment policy does not cover discrimination, they have a free hand.

Whether employment policy deals with fair employment or not makes no difference to the person on the receiving end of discrimination—he is denied employment. He, and others of his race, creed or colour, soon learn that so far as they are concerned the employment door is closed. Discrimination brings moral and economic loss, not only to them but to the employers refusing them employment.

Apart from a consideration of moral principles, a fair employment policy is also good business all round. The best man for the job means better service or more production and their resulting benefits. Employment of a person in a minority group very frequently means income where it is most needed and will be most used—meaning more sales. It should not be forgotten also that persons of all races, creeds and colours are consumers of the services and products of industry and will be inclined to buy where fair employment practices prevail.

Management should have a positive employment policy against employment discrimination, one that provides that merit should be the governing principle in employee selection. Such a policy to be successful must be initiated and supported by top management.

Now, the establishment of a policy in positive terms stating that merit will be the governing factor, regardless of race, religion, colour or national origin, has caused some employers to worry over the reaction which might be expected from employees, from trade unions, from customers, and from the public generally. These fears are usually unfounded. Customers appreciate good service no matter what the source, trade unions have been

leaders in the movement towards equality of opportunity in employment, and employees rarely refuse to work with members of minority groups. As a matter of fact, one of the strongest arguments for the merit policy in employment is that it establishes management as fair-minded in the eyes of the employees. It serves as a guarantee that promotions and other benefits will flow from merit alone.

Any public reaction against the employment of persons belonging to minority groups need not be feared when it is realized that the noisy and bigoted are themselves in the vast minority—nearly everyone wants to be fair. Certainly, no employer, trade union official or community leader should hesitate in choosing between trying to please a bigoted minority or a fair-minded majority of Canadians. Employers who have converted to fair employment testify that the policy does work to advantage. Where the employment door has opened, it has stayed open to the benefit of all concerned.

The federal Government and several of the provinces have legislation governing fair employment practices. The Canada Fair Employment Practices Act, which is the federal Act, applies to employers in works or undertakings under Federal jurisdiction and to trade unions representing persons employed in those undertakings.

The Act has been in effect since 1953 and prohibits discrimination in employment based on race, colour, religion or national origin.

The following questions may help to assess your employment policy. To the extent that the answers are "No", the employment policy is in need of review.

- | | Yes | No |
|--|-----|----|
| 1. Have you a clear-cut policy of fair employment in hiring as well as in promotions?..... | — | — |
| 2. Do you refuse to use discriminatory specifications in employment advertising or job orders with employment agencies? | — | — |
| 3. Has your fair employment policy been put into writing?..... | — | — |
| 4. Is your fair employment policy included in your personnel orientation manual?..... | — | — |
| 5. Do you explain your fair employment policy to job applicants? | — | — |
| 6. Is on-the-job training open to all employees regardless of race, religion, colour or national origin? | — | — |
| 7. Do you allow persons in minority groups to be employed in all sections of your business rather than restricting them to certain jobs or sections? | — | — |
| 8. Have you made your fair employment policies clear to the unions that represent your employees? | — | — |

Equal Pay Legislation in Canada

Equal pay laws are of comparatively recent date in Canada, as in other countries. Their existence, however, is a significant indication that the economic as well as the political rights of women are being accepted by society. At present slightly more than 67 per cent of the women in the Canadian labour force are covered by equal pay laws.

In the early days of the century, woman's struggle for her identity as an individual was concentrated on obtaining political rights equal to those of men. The right to vote and the right to hold public office—these were the objectives of the women's movements and organizations, and the fight to achieve these goals left few persons unmoved.

The Universal Declaration of Human Rights, proclaimed in December 1948 goes further and recognizes the economic and social, as well as the political, rights of all

"persons". "Everyone has the right," it affirms in Article 6, "to recognition everywhere as a person before the law". In Canada, the recognition of women as "persons" was first made explicit in 1929 when, during a controversy regarding the appointment of women to the Senate, the Privy Council ruled that under the British North America Act, women have the status of "persons" and are therefore eligible to sit in the Senate.

The value of women's contribution to the labour force was recognized more slowly, to a large extent because women's work outside the home has traditionally been considered of less worth than men's. At the beginning of the Industrial Revolution women were drawn into the labour force in large numbers because of economic necessity and their work was largely unskilled. Not only the employers but the women

themselves took it for granted that they were worth less than men, and accepted without serious complaint lower wages than those paid to men doing the same work. A few sporadic attempts to rectify this injustice were made from time to time but no serious thought was given to the matter until almost the middle of this century.

Change after Second World War

The fundamental change in attitude came during the Second World War. As man-power shortages became acute women began to replace men in jobs that had been considered exclusively men's. In performing these jobs, women proved that they could work as competently and conscientiously as men and it soon became evident that in most jobs, the sex of the worker did not affect the performance of the work. Nevertheless, in most instances, women continued to be paid lower wages than men doing the same jobs. This practice, quite apart from the moral and social injustice it entailed, was soon acknowledged as a threat to the economic status of men. For as long as women could be hired at lower rates than men for the same work, the tendency would be for the whole wage structure to be depressed, and for employers to replace men by women.

After the war, pressure for the adoption of equal pay legislation began to gather strength. Women's organizations and organized labour drew public attention to the economic as well as the moral injustice of current practice. A number of women's organizations, notably the National Council of Women and the Federation of Business and Professional Women's Clubs, pressed for the enactment of equal pay legislation.

In 1950 campaigns for equal pay gained renewed impetus with the adoption by the International Labour Organization of a Convention on Equal Remuneration for Work of Equal Value (No. 100). International recognition of the principle had also been proclaimed with the adoption of the Universal Declaration of Human Rights, which included among economic rights, "the right of everyone without any discrimination to equal pay for equal work" (Art. 23).

Equal Pay Laws in Canada

Ontario was the first province to enact equal pay legislation when it passed the Female Employees Fair Remuneration Act in 1951 (effective January 1, 1952). Saskatchewan and British Columbia followed with the enactment of equal pay acts effective January 1, 1953 and December 31, 1953 respectively. In 1956, the federal government passed the Female Employees Equal

Pay Act, effective October 1 of that year, and Manitoba also enacted an equal pay act, effective July 1, 1956. Equal pay acts were adopted by Nova Scotia, effective January 1, 1957 and by Alberta, effective July 1, 1957.

Although there is some variation in the seven acts now in force, the purpose of the legislation is the same—to ensure that a woman who is doing the same job as a man is paid at the same wage rate.

Coverage is very wide. Except in Alberta, where employers of domestic servants and of farm labourers are excluded, the provincial acts cover all employers. In Manitoba and Saskatchewan the provincial governments are also considered as employers under the acts. The federal Act covers only workers in the employ of the federal Government and those who work in a number of specific industries and enterprises whose activities are for the most part interprovincial or nation-wide in scope. The women affected are largely in banks, telephone operations, telegraphy, broadcasting, air and water transport, the railroads or in federal Crown Companies. Classified civil servants are excluded, since they already fall under the jurisdiction of the Civil Service Commission, which sets rates of pay according to classifications based on job content, irrespective of whether the work is to be done by men or by women.

Both the federal Act and the Alberta Act prohibit an employer from paying a female employee at a rate of pay less than the rate paid to the male employee "for identical or substantially identical work". The Ontario, British Columbia and Nova Scotia Acts contain a similar prohibition but refer to "the same work done in the same establishment"; the Saskatchewan Act refers to "work of comparable character done in the same establishment". The Manitoba Act differs from the others in that it forbids discrimination against either sex in the payment of wage rates. Under that Act, an employer is forbidden to pay to the employees of one sex wages on a scale different from that on which wages are paid to employees of the other sex in the same establishment, "if the work required of, and done by, employees of each sex is identical or substantially identical".

Under all the Acts, the woman discriminated against must herself register a complaint in writing with the Minister of Labour or an official designated to receive complaints. The method of securing compliance is also similar in all the legislation and involves investigation and conciliation procedures. Upon receipt of a complaint, an officer (conciliation officer, fair wages officer

or inspector) is appointed to investigate the complaint and to try to effect a settlement. If this is unsuccessful, the matter is referred to a referee (federal Act, Manitoba), a Board (Saskatchewan, Alberta, British Columbia) or a Commission (Ontario, Nova Scotia). These persons or bodies have full powers to make an enquiry, including the holding of hearings, examination of witnesses, etc., and to recommend to the Minister of Labour the course that ought to be taken. The recommendations of the Board, Commission or referee, as the case may be, may be put into effect by an order of the Minister of Labour, except under the federal Act and the Alberta Act, where the referee or investigating board may take action directly. Non-compliance with the orders is considered a contravention of the legislation.

Penalties for non-compliance are in the form of fines, which vary slightly from one province to another. The maximum fine for an individual is \$100 and for a corporation \$500. Under the federal, Manitoba and Alberta Acts, the employer may also be required to make up back pay.

Under the federal, Nova Scotia, Manitoba and Alberta Acts, employers are prohibited from dismissing, or otherwise discriminating against, employees registering a complaint or giving evidence.

Court action may be brought against an employer under the federal Act and in Nova Scotia, Manitoba and Alberta, but he may not be penalized twice for the same offence.

Implementation

Complete implementation of the equal pay principle cannot, of course, depend solely on the enactment of laws. The interpretation of the laws is also of great importance and here many factors enter the picture. The traditional attitudes towards women's work are slow in changing and the close interdependence between women's social, political and economic roles is just beginning to be appreciated.

Nevertheless, the enactment of equal pay legislation in Canada has served a number of useful purposes. It has publicly condemned the practice of paying a woman a smaller wage than a man doing the same work and set a standard that employers are required to meet. What is perhaps even more important, it has acknowledged women's contribution to the economic life of the country. In practical terms it has brought about equitable adjustment of women's wages and salaries in a number of situations. Moreover, in the long run it may be anticipated that such laws wisely administered will make a substantial contribution to the raising of women's wages in general.

Freedom of Association and Right to Organize in Canada*

In accordance with the constitution of the International Labour Organization, the Government of Canada submits to the ILO periodic reports on the position of national law and practice in regard to matters dealt with in certain ILO Conventions.

Convention No. 87, adopted by the 31st session of the International Labour Conference in 1948, is titled, Freedom of Association and Protection of the Right to Organize Convention, 1948. The following are extracts from the most recent report on this Convention, which was prepared by the Department of Labour.

With regard to the federal field of jurisdiction, the Government of Canada states that the provisions of the Articles of Part I and Part II of the Convention, with the

exception of Article 1 which relates to ratification, are implemented by common law and by legislation. At common law there is no legal restriction on the individual's right to associate with others for any lawful object.

Workers and employers in Canada, without distinction whatsoever, are entitled, in so far as federal legislation and practice are concerned, to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.

The Industrial Relations and Disputes Investigation Act provides in Section 3: (1) that every employee has the right to be a member of a trade union and to participate in the activities thereof, and (2) every employer has the right to be a member of an employers' organization and to participate in the activities thereof.

* Article 23 (4) of the Universal Declaration of Human Rights states: "Everyone has the right to form and to join trade unions for the protection of his interests."

Persons who do not come within the scope of the definition of an employee in the Industrial Relations and Disputes Investigation Act (i.e., managers, superintendents or any other person who in the opinion of the Canada Labour Relations Board exercises management functions or is employed in a confidential capacity in matters relating to labour relations; and members of the medical, dental, architectural, engineering or legal professions who are qualified to practice under the laws of a province and are employed in that capacity) are not restricted in their freedom to establish and to join organizations of their own choosing, and, in fact, do exercise that freedom.

There are no substantive or formal conditions that must be fulfilled by workers' and employers' organizations when they are being established. The federal Trade Unions Act, which makes provision for the *voluntary* registration of trade unions, sets out that certain matters must be covered in the rules of trade unions registered under the Act. These matters include provisions relating to the investment funds; an annual or periodic audit of accounts, the appointment and removal of a general committee of management, and of a trustee or trustees, and a treasurer; and other provisions for the protection of union members from the misuse of funds or other harm. As indicated above, registration under this Act is permissive, and its provisions do not infringe upon those of the Convention.

Workers' and employers' organizations are entitled to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities, and to formulate their programs free from any restrictions. The public authorities do not interfere with this right or impede the lawful exercise thereof.

Employers' and workers' organizations are not liable to dissolution or suspension by administrative authority in so far as legislation and practice are concerned in the federal field of jurisdiction.

Workers' and employers' organizations have the right to establish federations and confederations and to join international workers' and employers' organizations. With regard to workers' organizations, this right is generally enjoyed by virtue of the existing system of international trade unions which are a feature of industrial organization in Canada. There are also numerous instances of Canadian workers' and employers' organizations' belonging to international federations and confederations.

With such practical effect being given by the organizations themselves to the provisions of the Convention (in this regard), no special legislative measures are considered necessary.

Federations and confederations of workers' and employers' organizations are entitled, in so far as federal law and practice are concerned, to the same rights as the trade unions and employers' associations of which they are composed with regard to their establishment, their operations and their dissolution. The provisions of (the Convention) in regard thereto are complied with fully.

The acquisition of legal personality is wholly optional for workers' and employers' organizations, and such acquisition, where sought, is not made subject to conditions that restrict the rights described in..... the Convention.

There are statutory provisions to ensure public order and safety but these do not impair the guarantees provided for in the Convention. In the Criminal Code an unlawful assembly is defined as an assembly of three or more persons who, with intent to carry out any common purpose, assemble in such a manner or so conduct themselves when they are assembled as to cause persons in the neighbourhood of the assembly to fear, on reasonable grounds, that they (a) will disturb the peace tumultuously, or (b) will by that assembly needlessly and without reasonable cause provoke other persons to disturb the peace tumultuously. The said Code also defines a riot as an unlawful assembly that has begun to disturb the peace tumultuously. Being a member of an unlawful assembly and taking part in a riot are punishable offences.....

Federal civil servants have freedom to organize, but do not have compulsory collective bargaining rights as provided by the Industrial Relations and Disputes Investigation Act.

All necessary and appropriate measures are considered to have been taken to ensure that workers and employers may freely exercise the right to organize. Employers are prohibited from interfering or participating in the formation or administration of trade unions, from contributing to their support, and from discrimination in regard to employment against any person on account of union membership and activities. Employers and all other persons are prohibited from using coercion or intimidation to compel any person to become or refrain from becoming or to cause to be a member of a trade union (although collective agreements providing for the closed or union

shop or preferential hiring are valid). Protective provisions have been inserted in the Criminal Code to ensure that trade unions are not conspiracies in restraint of trade, and that no person shall be convicted of the offence of conspiracy by reason only that he refuses to work with a workman or for an employer, or does any act for the purpose of a trade combination unless such act is an offence expressly punishable by law. In the latter connection, a trade combination is defined as any combination between masters or workmen or other persons for the purpose of regulating or altering the relations between masters and workmen, or the conduct of a master or workman in or in respect of his business, employment or contract of employment or service.

There is also a "saving clause" in the Criminal Code protecting "combinations of workmen or employees" acting for their own reasonable protection as workmen or employees from being charged with conspiracy to limit commercial facilities, to restrain commerce, to lessen production and to prevent or lessen competition.

Similar "saving clauses" have been inserted in the Criminal Code to protect trade unions in respect of criminal breach of contract (such as preventing the running of trains and depriving cities of light, power, gas or water), and committing mischief (such as obstruction or interference with the lawful use and operation of property).

It is lawful in all the provinces of Canada for workers and employers to establish and to join organizations of their own choosing without previous authorization.

In four of the ten provinces, namely, Manitoba, New Brunswick, Newfoundland and Nova Scotia, the labour relations legislation contains a clause identical with the one in the federal statute which states that every employee has the right to be a member of a trade union and to participate in the activities thereof. Three other provinces, British Columbia, Ontario and Quebec, have similar clauses, differing only in that they refer to participation in the lawful activities of trade unions. The Alberta statute states that it shall be lawful for employees to bargain collectively and to conduct such bargaining through a bargaining agent; elsewhere in the Alberta statute bargaining agent is defined as meaning a trade union. In Saskatchewan, The Trade Union Act states that employees shall have the right to organize in and to form, join or assist trade unions and to bargain collectively through representatives of their own choosing. The Trade Union Act of Prince Edward Island states that it shall be lawful for employees to form themselves into a

trade union, and to join the same when formed, a trade union being defined as "any lawful association, union or organization of employees..... which is formed for the purpose of advancing in a lawful manner the interest of such employees in respect of their employment".

All the provinces except Alberta, Prince Edward Island and Saskatchewan provide in their legislation that every employer has the right to be a member of an employers' organization and to participate in the activities thereof. The Trade Union Act of Prince Edward Island does not mention employers' organizations. The Alberta Act defines an employers' organization as meaning an organization of employers formed for the purpose of regulating relations between employers and employees, but does not refer specifically to employers' freedom of association. The Trade Union Act of Saskatchewan presupposes the existence of employers' organizations by defining an employer's agent as including any person or association acting on behalf of an employer.

The coverage of the various provincial labour relations laws does not include managerial personnel or persons employed in a confidential capacity in matters relating to labour relations (the wording varies in certain provincial statutes; for example, the Saskatchewan Act excludes persons "regularly acting on behalf of management in a confidential capacity"). Such exclusion does not restrict the freedom of the persons involved to join organizations of their own choosing.

Professional persons are also excluded from the coverage of the labour relations laws of the various provinces except in Saskatchewan and Prince Edward Island. The laws of seven provinces make the same exclusions as the federal statute, namely, members of the medical, dental, architectural, engineering or legal professions qualified to practice under the laws of a province and employed in that capacity. In Quebec, the Labour Relations Act excludes any person covered by the Bar Act, Notarial Code, Medical Act, Study of Anatomy Act, Homeopathists' Act, Pharmacy Act, Dental Act, Veterinary Surgeons' Act, Civil Engineers' Act, Land Surveyors' Act, Architects' Act, Forest Engineers' Act, Optometrists' and Opticians' Act, and Dispensing Opticians' Act. In addition five provinces exclude domestic servants and farm labourers, and three provinces also exclude persons engaged in horticulture, hunting or trapping. With regard to all such excluded persons, the denial of the privilege of compulsory collective bargaining and the other rights established by the provincial labour relations acts

does not carry with it a denial of the right to join organizations of their own choosing. An example of this is that not a few persons of high managerial capacity retain union cards and maintain themselves nominally in good standing with trade unions long after they have attained a status that excludes them from the coverage of the labour relations legislation.

Association on the part of the classes of persons excluded from the various labour relations statutes is not infrequent in groups such as personnel managers' organizations, but is rather rare in the ordinary trade or industrial sense. However it might be noted, to cite one example, that organizations of professional engineers have been formed in Canada for the purpose of collective bargaining. Public service employees, while not denied freedom of association, are not covered by the provisions of the labour relations legislation of any of the provinces except Quebec and Saskatchewan.* Civil servants and municipal employees, with certain exceptions such as police, do generally enjoy the right to establish and to join organizations of their own choosing without previous authorization, except in the province of Quebec. In practice, employees of provincial governments and of boards, commissions and crown agencies do exercise the right to establish and to join organizations of their own choosing. Although such organizations are not, except in Saskatchewan, recognized formally by the signing of collective agreements, the organizations do further and defend the interests of the workers. Moreover, a considerable number of such workers belong to craft unions with national or international affiliations.

In the province of Quebec, employees of "public services" are expressly stated to come within the application of the Labour Relations Act, subject to certain modifications. Public services are defined as "municipal and school corporations; public charitable institutions within the meaning of the Quebec Public Charities Act (Chap. 187); insane asylums; the following businesses: the transmission of messages by telephone or telegraph, transportation, railways, tramways or navigation, the production, transmission, distribution or sale of gas, water or electricity—excepting railways under the jurisdiction of the Parliament of Canada; and the services of the Government of the province, but only as regards the functionaries and workmen contemplated by the

Civil Service Act (Chap. 11) and subject to the provisions of the said Act." The modification of the Labour Relations Act having relevance to the provisions of Convention No. 87, as affecting public service employees, is that no person who is a constable employed by a municipal corporation of the province, or a member of the Quebec Provincial Police Force or of the Quebec Liquor Police, or other functionaries within the meaning of the Civil Service Act (Chap. 11), shall remain or become a member of an association which does not consist solely of persons in the same category or which is affiliated with another association or organization. This curtailment of the right of workers to join organizations of their own choosing is reinforced and supplemented in an "Act respecting Public Order", 1950, c. 37, which states in Section 2:

An association which admits to its ranks members of a municipal police force, or persons who are at the same time members of such police force and of a municipal department of firemen and which is not exclusively composed of employees of the same category and in the service of the same municipal corporation, or which is affiliated with another association, shall not be qualified to negotiate a collective agreement, nor to be a party thereto, nor to be recognized by the Labour Relations Board of the Province of Quebec as representing a group of employees.

A fairly consistent pattern seems to be in process of developing in Canada in relation to municipal employees and, in particular, police and firemen; but at the moment, there is a lack of uniformity in the application of the labour relations legislation of the various provinces to such employees and to school teachers. There is, of course, no problem concerning police in connection with Convention No. 87, in view of the provisions in Article 9 that the extent to which the guarantees of the Convention are applied to the armed forces and police shall be determined by national laws or regulations. However, the law and practice respecting police are summarized here as a matter of information, along with the law and practice respecting other municipal employees.

As indicated above, in the province of Quebec, municipal employees generally, including policemen, firemen and school teachers, come under the Labour Relations Act as modified by the Public Services Employees Disputes Act, R.S.Q. 1941, c. 169.

In Ontario, the Labour Relations Act specifically excludes from its application members of police forces, full-time firefighters, and teachers as defined in the Teaching Profession Act, R.S.O., 1950, c. 194. Any Ontario municipality may declare

* The Interpretation Acts of Ontario, Prince Edward Island, Alberta and British Columbia contain provisions which have the effect of excluding public service employees from the application of labour relations legislation.

that the Labour Relations Act shall not apply to it in its relations with its employees or any of them. The Police Act of Ontario states that a member of a police force shall not remain or become a member of any trade union or of any organization that is affiliated directly or indirectly with a trade union (R.S.O., 1950, c. 279, s. 526). The same Act provides for collective bargaining and compulsory arbitration between police associations and the boards or councils of municipalities. The Fire Departments Act of Ontario also contains a procedure for collective bargaining and for final and binding arbitration, but does not prohibit membership in trade unions. It provides that where not less than 50 per cent of the full-time fire fighters belong to a trade union, any request for bargaining concerning remuneration, pensions or working conditions shall be made by the union (and otherwise, by a bargaining committee of employees upon the written request of a majority).

The Teaching Profession Act, 1944 of the province of Ontario applies to persons who are legally qualified to teach in certain schools and are under contract to teach in such schools. The Act declares that every teacher shall belong to the Ontario Teachers' Federation, among the objects of which is to promote and advance the interests of teachers and to secure conditions which will make possible the best professional service. Conceivably a teacher of, say, manual training might be a member of a carpenters' union by his own choice, but for purposes of representation in respect of his professional employment, he could be represented only by the Ontario Teachers' Federation.

In Alberta municipal employees come within the scope of the labour relations legislation, and the same situation exists as in Ontario with regard to the exclusion of police and full-time fire fighters, who are given the right of collective bargaining and compulsory arbitration by virtue of special Acts. Alberta policemen are forbidden to be members of trade unions, as in Ontario. However, Alberta teachers are covered by the labour relations code.

In New Brunswick the Labour Relations Act provides in Section 1(4) that the council of any municipality may by resolution declare the municipal corporation or any Board or Commission appointed by the Council to be an employer within the meaning of the Act with respect to any group of its employees designated in the resolution. Pursuant to this clause, the City of Fredericton, N.B., on January 13, 1953, passed a resolution declaring the

municipal corporation to be an employer within the meaning of the Act in respect of one group of its employees, viz., the permanent policemen. Subsequently, the New Brunswick Labour Relations Board certified the Fredericton Policemen's Federal Protective Association, Local 502 (an affiliate of the Trades and Labour Congress of Canada) as bargaining agent for members of the Fredericton police force. On June 23, 1955, the Supreme Court of New Brunswick quashed the order of certification and a further order of the Board requiring the City of Fredericton to bargain with the union. In its judgment the Court held that police officers were public servants charged with the administration of the law, and not employees of those who select them and even pay them (L.G., 1956, p. 86). As a result of this court decision, the New Brunswick Legislature adopted, and Royal Assent was given on March 7, 1956, to an amendment to Section 1(4) of the Labour Relations Act providing that if the municipal council or Board or Commission is empowered to prescribe conditions of employment for police officers, the police officers will be deemed to be employees within the meaning of the Act. As regards firemen, the New Brunswick Labour Relations Board has held them to be employees within the meaning of the Act. No statutory provision relates expressly to school teachers, and no precedents or practice have developed in regard to them so far as is known. They would be covered if a municipality by resolution declared the school board to be an employer under the Act.

The Nova Scotia Labour Relations Board denied an application for certification made in 1950 by the Canadian Association of Policemen (Dartmouth Branch) for the reason that policemen were not employees within the meaning of the Trade Union Act. The Board's decision was upheld on July 13, 1951, by the Supreme Court of Nova Scotia in a judgment which dismissed an application to have the Court quash the Board's rejection of certification (L.G., 1951, p. 1697). The Nova Scotia Act does not refer specifically to fire fighters but they are deemed to be included along with other municipal employees. The Nova Scotia Teachers' Union Act was amended in 1953 to provide that where a majority of the teachers employed by a school board are members of the Union, i.e., The Nova Scotia Teachers' Union, the Union may negotiate with the school board on behalf of all teachers employed by that board in respect of salaries and conditions of employment.

The labour relations law of Prince Edward Island does not make reference to the inclusion of municipal employees, policemen, fire fighters or teachers. However, the provincial Supreme Court in November 1955 held that the Trade Union Act does not and cannot apply to the electric light and power department employees of the Town of Summerside.

In Newfoundland, municipal employees come within the scope of the Labour Relations Act. Policemen, fire fighters and teachers are not expressly mentioned. They appear to be covered.

In British Columbia, municipal employees, including teachers, come within the scope of the labour relations law. Policemen and fire fighters also come within the scope of the Labour Relations Act (formerly the Industrial Conciliation and Arbitration Act) but its application to them is modified by the following amendment to the Municipal Act (1949, c. 41, s. 528B):

528B. Where a Conciliation Board has been appointed under the Industrial Conciliation and Arbitration Act to deal with a dispute between a municipality or Board of Police Commissioners and the firemen or policemen employed by the municipality or Board of Police Commissioners, a recommendation of the Conciliation Board shall be binding in every respect upon the municipality or Board of Police Commissioners and upon the firemen or policemen employed by the municipality or Board of Police Commissioners.

The applicability of the Industrial Conciliation and Arbitration Act to police and the effect of Section 528B of the Municipal Act of British Columbia were tested in the courts ... The Supreme Court of British Columbia..... upheld the binding effect of Section 528B of the Municipal Act. The Court's view was that the section of the Municipal Act used the word "employed" and, whether or not it was an accurate description of the relationship, it was the intention of the Legislature to deal with the relationship that existed and to employ certain machinery provided by the I.C.A. Act. This decision was appealed to the Court of Appeal of British Columbia and the appeal was dismissed.....

No trade union comprising or representing the members of a municipal police force may be certified by the Manitoba Labour Board if the union is, or is a branch or local of, or is affiliated with, any provincial, national, or international trade union or association of trade unions. Other municipal employees, including fire fighters, come within the scope of the Act without qualification. A 1956 amendment removed school teachers from the coverage of the Labour Relations Act.

Municipal employees come within the scope of the Saskatchewan law concerning labour relations. The City Act (R.S.S. 1953, c. 137), supplements this with the following provisions in Section 51:

For the purposes of every act or regulation concerning wages, hours and conditions of work, trade unions, labour relations or any matters governing employment, and subject to the provisions thereof, every officer, servant and employee of the city, including every member of the police force, shall be deemed to be an employee, and the city and any board, commission and agency appointed by the council or established by or under this Act and responsible for the payment of wages to any officer, servant or employee or to any member of the police force shall be deemed to be an employer.

The City Act provides further that councils may agree to refer any matter governing employment to a board of arbitration whose decision may be final and binding; and disputes affecting policemen and fire fighters must be submitted to binding arbitration by virtue of provisions in the City Act and the Fire Departments Platoon Act. The Saskatchewan Teachers' Salary Negotiation Act provides that a group of teachers shall have the right to organize and to bargain collectively on their own behalf or through a committee selected for the purpose by the majority of the group.

A limitation on the right of workers to join organizations of their own choosing exists in the Ontario Labour Relations Act in a provision stipulating that the Labour Relations Board shall not include in a bargaining unit *with other employees* any person employed as a guard to protect the property of his employer, and no trade union shall be certified as bargaining agent for a bargaining unit of such guards if it admits to membership or is chartered by, or is affiliated, directly or indirectly, with an organization that admits to membership persons other than such guards.

A provision of the Professional Syndicates Act of Quebec (R.S.Q. 1941, c. 162, as amended, s. 4) states that married women may be members of a professional syndicate (i.e., a trade union incorporated under the provisions of the said Act) "except when the husbands object". This limitation does not apply to unions that do not seek incorporation under the Professional Syndicates Act.

At its 1953-54 session the Quebec Legislature amended the section of its Labour Relations Act relating to the filing of petitions for certification by adding the following paragraph:

As from the 3rd of February 1944, on which date the Act to constitute a Labour Relations Board was assented to, an association which tolerates, among its organizers or officers, one

or more persons adhering to a communist party or movement cannot, for the purposes of this Act, be regarded as bona fide association and its recognition, as contemplated by this section, as the representative of a group of employees or of employers, shall be refused or revoked, as the case may be.

Subject to the limitations enumerated above, most of which are of a minor nature, workers and employers in Canada are entitled under provincial law and practice to join organizations of their own choosing.

Generally, workers' and employers' organizations are, insofar as provincial legislation is concerned, entitled to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities, and to formulate their programs. However, certain substantive or formal conditions must be fulfilled by workers' organizations in certain provincial jurisdictions.

The Quebec Professional Syndicates Act provides for the incorporation of a trade union provided that 20 persons or more, "Canadian citizens", engaged in the same professions, the same employment or any similar trades, or doing correlated work..... make a petition to the Provincial Secretary and provided that only Canadian citizens may be members of the administrative council of the syndicate (union) or form part of its personnel.....

The Trade Union Act of Prince Edward Island states in Section 27 that the Lieutenant-Governor in Council may make regulations prescribing the manner in which a trade union may be formed; but no such regulations are known to have been made.

The Trade Union Act of the province of Newfoundland prescribes that the rules of every trade union are binding upon its members, and that they shall state or contain certain enumerated types of provisions, such as a provision for the appointment and removal of a treasurer and other officers, and prescribing also that a change of name or amalgamation may be made only in a certain manner.

The Nova Scotia Teachers' Union Act (1951, c. 100) prescribes in precise detail the objects, powers, and other constitutional details of the Teachers' Union, with minor omissions such as the amount of fees payable. As indicated earlier in this report, by an amendment to the Act made in 1953 (c. 97), the said Teachers' Union was endowed with the right to represent teachers for the purpose of collective bargaining where the majority of the teachers employed by a school board are members of the Union.

Teachers are required as a condition of their employment to be members of the appropriate teachers' federation or society by the Teaching Profession Acts (the name varies) of Alberta, Saskatchewan, Manitoba, Ontario, and British Columbia, as well as Nova Scotia. These statutes usually prescribe the framework of a constitution, giving the teachers' associations powers to set up a code of ethics for the profession and to make their own special rules and by-laws.

Employers' and workers' organizations in Canada are not under provincial laws and practice liable to dissolution or suspension by administrative authority, except for two minor legal provisions in the province of Quebec relating to "dominated" organizations which have, in effect, ceased to function or have lost their original character.

Section 50 of the Quebec Labour Relations Act provides that if it be proved to the Labour Relations Board that an association has participated in an offence against Section 20 (which relates to employers or their agents seeking to dominate or hinder the formation or activities of an association of employees, or vice versa) the Board may, without prejudice to any other penalty, decree the dissolution of such an association after giving it an opportunity to be heard and to produce any evidence tending to exculpate it.

The Professional Syndicates Act of the province of Quebec provides that the corporate existence of any syndicate, union, federation or confederation shall terminate whenever the Provincial Secretary so enacts after having ascertained that they have ceased to exercise their corporate powers; or that the number of their members who are Canadian citizens and in good standing is reduced to fewer than 20, in the case of a syndicate, and to fewer than three in the case of a union, federation or confederation; or in the case of a syndicate when more than one third of its members are not Canadian citizens.....

In the limited field of jurisdiction where the Parliament of Canada is the competent authority with regard to the provisions of Convention No. 87, it is considered that adequate effect is given to all the provisions of the Convention. In the field of jurisdiction where the provincial legislatures are the competent authorities, it is considered that there is very substantial compliance with the provisions of the Convention, but that certain guarantees set out in the Convention are subject to limitations which fall short of giving full effect to the said provisions.

The Evolution and Application in Canada of Rights Relating to Motherhood and Childhood¹

I—Entitlement to Special Care and Assistance

Recognition that motherhood and childhood are entitled to special care and assistance is of long standing in Canada. Over the years much legislation² has been passed and many programs have been established with the common aim of providing to mothers and children the special protection, care and assistance they require.

At no time in Canadian history have women and children as a whole occupied a seriously disadvantaged position. The Canadian population has been drawn largely from countries in Western Europe which for several generations have led in the improving of social provisions for these two groups. Persons emigrating to Canada have tended, moreover, to create new social patterns suited to the conditions of their adopted country.

The social patterns that emerged during Canada's formative years were strongly influenced by pioneer conditions and by the existence of an expanding frontier. The circumstances of pioneer life tended to promote the raising of large families in which children were regarded as assets. The wife and mother in performing the manifold duties that fell to her in respect to the home, the farm economy and the raising of children achieved a role of great importance that implied an equal or near equal status to that of the husband.

The emphasis on self-reliance and individualism which was also characteristic of the frontier society has continued to be a pervasive influence in Canadian life. While the area of public responsibility and of other kinds of collective endeavour have progressively expanded, providing numerous types of support and assistance to the individual and the family, the concepts of personal and family responsibility are still highly honoured both in precept and practice. Thus the primary responsibility for

providing care and assistance to the Canadian mother and child is to be found centered in the family, which under normal circumstances is regarded as capable of safeguarding and preserving the essential interests of motherhood and childhood.

However, even in the early stages of Canadian development, when the farm family and the close-knit rural community offered a large measure of security to its members, there were many unmet needs, especially among arriving immigrants and the survivors of the periodic epidemics which frequently left widows and orphans without protection or means of support. Where the need in such situations was acute, voluntary organizations were formed and programs of assistance established, usually based on an institution providing shelter and custodial care.

While the nineteenth century's answer to the needs of motherhood and more particularly of children was mainly expressed by the establishment of institutions, the limitations of this approach became recognized and the last quarter of the century saw the beginning of other and ultimately more fruitful solutions. What was begun in the nineteenth century was carried forward at an accelerated pace in the twentieth, when the combined effect of a growing population, especially in the cities, participation in two world wars, and the experience of a prolonged depression served to focus attention upon the needs of mothers and children and to bring into being a broad array of special protective measures and services in the fields of welfare, education, corrections and health.

Although many of the measures that have been of great benefit to mothers and children were specifically aimed at meeting their special needs, others have been of more general application or have combined provisions for mothers and children with provisions for other groups. As Canada extends its social provisions, the emphasis is, in fact, increasingly upon programs of broad coverage. In these, mothers and children benefit in like measure with other components of the total population, though there is differential treatment in some instances where this is feasible and appropriate.

¹ A statement relating to article 25, paragraph 2 of the Universal Declaration of Human Rights: "Motherhood and childhood are entitled to special care and assistance. All children whether born in or out of wedlock shall enjoy the same social protection."

² Towards the end of the 1958 Session of Parliament the Prime Minister introduced Bill C-60, entitled *An Act for the Recognition and Protection of Human Rights and Fundamental Freedoms*, legislation which would, of course, affect not only mothers and children but all Canadians.

Organization of Social Welfare Services

The organization of social welfare services is, by the terms of the British North America Act, and by tradition, largely centered in the provinces. The federal Government, however, administers certain broad social security measures, some independently and others in partnership with the provinces. It also has certain powers in the field of corrections as well as responsibilities for veterans' programs and programs for Indians and Eskimos. Provincial legislation governs welfare services generally within the provinces and includes, among others, public assistance and the complex field of child protection. The provinces have delegated considerable responsibility to local governments, and, in the field of child welfare, to private or quasi-private social agencies.

Welfare Services for Children

An aspect of changing conditions in Canada that came forcefully to public attention in the 1880's was the increasing numbers of children in the larger centres who were found to be growing up without proper care or supervision. To meet the problem the children's aid society movement came into being, becoming, as it remains today, a major factor in child welfare in Canada. Children's aid societies, which developed first in Ontario and later in most of the other provinces, express the interest of private citizens who form their membership, make up the majority of their boards of directors and contribute financially to their programs. In carrying out provincial legislation under provincial supervision and with financial aid from the municipalities and the provinces, the societies also express public responsibility for child welfare.

By the 1920's the societies moved beyond their initial concern for child protection to the areas of adoption and work with unmarried parents. They thus pioneered in the establishment of the comprehensive child welfare programs which are now in being across Canada. Many such programs continue to be administered by children's aid societies, but wholly public programs predominate in Western Canada, Newfoundland and Prince Edward Island. Quebec has a distinctive pattern in which child welfare agencies and institutions operate largely under religious auspices with substantial financial assistance from the provincial government.

Within programs organized in these various ways service is given to many thousands of children annually. Every effort is made to strengthen the capacity

of the children's own families to give children acceptable care. Where this is not possible and where wardship is transferred either temporarily or permanently by the court from the parents to a child welfare agency, substitute care is provided by the agency. Where the agencies' wardship is temporary the children are normally placed in foster homes where they are supervised by the agency. Institutional placements are also used but the limitations of long-term custodial care for children are generally recognized and the trend away from such placements continues. There is, on the other hand, an increased use of institutions able to provide specialized programs for children presenting problems such as severe emotional disturbances which cannot be successfully dealt with in normal foster homes. Where children are removed permanently from their parents, agencies attempt to find adoption homes where the child will once again have a family of his own and enjoy a measure of security and sense of belonging not normally provided by other forms of substitute care. Where children are born out of wedlock adoption is the normal plan made for them. More than 10,000 adoptions are completed annually in Canada.

Child welfare agencies in Canada, both public and private, though handicapped in varying degrees by the lack of qualified social work staff and by limited financial resources, have developed and are continuing to develop programs which are making a highly important contribution to the provision of the "special care and assistance" to which children are entitled.

Educational Provisions for Children

The right of children to an education that will fit them for economic, cultural and political participation in contemporary society has long been recognized in Canadian life. The provision of elementary education to the great majority of children was achieved well before Confederation in 1867. In the decades that followed, education became free and compulsory, with the effective enforcement of attendance beginning in the 1890's. By the turn of the century illiteracy had dropped in some provinces to less than 10 per cent of the adult population and progressive reductions of this figure have been characteristic of succeeding decades. Secondary education, which was widely available before the beginning of the century, has also become increasingly accepted as a necessary preparation for modern living. Technical and commercial courses have been added to the original academic sequence required for university

entrance. More than 95 per cent of Canadian children attend primary and secondary schools in which all costs are borne by public funds.

The rapid increase in the number of children of school age in the country in the postwar period has involved heavy requirements for additional teachers, classrooms and other facilities. The strong emphasis placed on education in Canada as an inherent right of the child and as an essential in the national interest, however, has resulted in an encouraging degree of progress in solving the problem of shortages.

The right to higher education of children with the necessary capacity is gaining increasing recognition. A broad program of university expansion is proceeding, which involves extensive public and private financing both for new facilities and for enlarged bursary and scholarship funds. The establishment of the Canada Council, with a program of assistance to both the arts and sciences through grants to individuals and to universities, has been a significant development in the provision of assistance to learning in Canada.

Protection of Women and Children in Industry

Factory Acts began to appear on the provincial statute books from the 1880's onward. From the beginning they emphasized the protection of women and children through specifying the hours, conditions and types of work that should apply to them. Subsequently there has been progressive improvement in the standards required and in the quality of the inspection by which they have been enforced.

In 1954 the federal Government established a Women's Bureau within the Department of Labour to promote a wider understanding of the role and contribution of women in the labour force and to advance their opportunities in employment.

Income Protection of Mothers and Children

The realization that the needs of many mothers and children spring from a lack of financial support because of the illness, death or desertion of the husband and father has led to the development in Canada of many income support measures.

At the beginning of the century there was little support for a family that had lost its breadwinner. In provinces which had adopted the English Poor Law the support provided was normally limited to indoor care in public almshouses. In the province of Quebec, institutional care under voluntary auspices was also all that was generally

available. Where, in certain other provinces, assistance was given to families in their own homes it was seldom adequate and was usually temporary.

Of the specialized programs established to remedy the defects in general assistance, workmen's compensation programs were the first to be organized. While they were designed primarily to achieve the objectives of industrial safety and the support and rehabilitation of injured workmen, they also provided pensions for the widow and children of the workman who was killed in an industrial accident.

The precedent set in providing pensions to persons bereaved by industrial accidents and, with the First World War, to those whose husbands and fathers were lost in action, served to strengthen the case for pensions to all mothers who were deprived of the financial means of caring for their children. In 1916 the first provincial mothers' allowances program was established and by 1949 all provinces had programs providing aid to widows with dependent children and to mothers with husbands in mental hospital. In some provinces eligibility is now extended to divorced, separated, deserted and unmarried mothers and to mothers whose husbands are disabled or are in penal institutions. The allowances, which vary from province to province, are payable while the mother is caring for one or more children.

While certain mothers who have been deserted by their husbands may, as noted, receive support under the mothers' allowances programs, other basic measures for their protection are found in legislation designed to enforce their maintenance by legal action against the deserting father. Such legislation exists in the Criminal Code of Canada and in provincial statutes, the latter providing that orders for maintenance may be made against a deserting parent on presentation of evidence of desertion. The desertion legislation also makes possible the enforcement of the court orders of other jurisdictions on a reciprocal basis.

Two federal income security measures of broad coverage, Unemployment Insurance and Family Allowances, were adopted in the 1940's. The former, which offers protection in cases where the breadwinner is unable to find work, provides coverage for the large majority of wage earners, while the latter extends to virtually all families with children.

Family allowances, which are paid in respect to children up to age 16, are designed primarily to lessen the economic handicap of families with children. The allowance,

which is paid to the mother, is \$6.00 a month for children under 10 years of age and \$8.00 a month for children aged 10 to 16. Allowances must be used for the child's maintenance, care, training, education and advancement and the child is required to comply with the school attendance regulations of the province in which he lives. Immigrant families with children and settlers returning to Canada do not qualify for family allowances during the first year but under a family assistance program they can, on application, receive a sum of \$60 annually for each child under the age of 16, on a basis similar to that for family allowances.

Mothers may also benefit, when eligible, from such services as the federal-provincial blindness and disability programs. The federal war veterans' allowances program, which is designed to aid veterans and their families not eligible for veterans' pensions, may apply to both mothers and children.

Programs designed to assist particular categories of persons, such as mothers and children, have achieved a substantial measure of success in reaching their objectives. They have a number of limitations, however, and a trend away from them and towards adequate and flexible general assistance is discernible in a number of provinces. In recent years the federal Government under the unemployment assistance program has made contributions to participating provinces in respect to assistance costs which are, in the main, those involved in the provincial general assistance programs. It appears that the general assistance programs will be broadened and that they will succeed in attaining broader coverage without endangering the interests of groups such as mothers and children whose rights and benefits have been specified in the categorical programs.

Correctional Programs for Women and Children

Up to the middle of the nineteenth century women and children charged with criminal offences were confined, along with adult male offenders, in the common gaols. The serious social damage resulting from this lack of segregation led to a movement for the establishment of institutions more likely to promote the reformation of the inmate. Accordingly the first juvenile reformatory for boys was established in 1857, the first women's prison in 1878, and the first reformatory for girls in 1880.

An important forward step was taken in 1909 with the passage of the Juvenile Delinquents Act of Canada, which made possible and encouraged the adoption, in

the provinces, of a social approach to juvenile delinquency. The federal legislation sets out a number of acts which when committed by a child constitute an offence known as a delinquency. When a child is adjudged to have committed a delinquency he is dealt with by the court not as an offender "but as one in a condition of delinquency and therefore requiring help and guidance and proper supervision". The judges of the juvenile courts established by the provinces are thus given wide discretionary powers. To assist them in treating the juvenile delinquent the Judge normally has, as an integral part of the court, a probation staff of one or more part-time or full-time officers. Special institutions generally known as "training schools" or "industrial schools" have been established in most provinces to provide correctional care for juveniles for whom probation is considered unsuitable.

Health Programs for Mothers and Children

The Canadian family has traditionally obtained the major part of its health services on a private basis, but publicly organized programs have played an increasingly important role. Mothers and children benefited with the rest of the population from measures to combat communicable diseases, which were instituted in the 1880's, but infant and maternal death rates remained high and it became increasingly apparent by the early years of this century that special public health measures were required to meet the needs of mothers and children. During the last 50 years and especially since the end of the Second World War great strides have been made in developing pre-natal and post-natal services, providing maternity beds and bassinets, reducing the incidence of childhood diseases and developing programs of treatment and rehabilitation for crippled children.

Progress in providing better health care for mothers and children reflects a recognition by voluntary groups and all levels of government of the importance of meeting the health needs of these groups. At the local level, health departments or health units provide a wide range of direct services in association with hospitals, physicians and voluntary health agencies. All ten provinces have maternal and child health programs within their health departments, six having special divisions under full-time medical direction. The federal Department of National Health and Welfare also has a maternal and child health division offering consultative services. Mothers and children have benefited from the National Health

Grant program, which has assisted in the development and extension of maternal and child services, research and the training of personnel.

Mothers and children have also benefited from the decided trend towards public assumption of hospital and, to a lesser extent, medical costs. Free or assisted maternity services have been established in a number of provinces and one province has selected children under 16 years of age as a group to receive, free of charge, full hospital care including medical and surgical services. In four provinces public prepaid hospital insurance has been in existence since the early postwar years. The federal-provincial program of hospital and diagnostic services now being instituted under the Hospital Insurance and Diagnostic Services Act of 1957 will be functioning in a majority of the provinces by January 1959.

The great majority of Canadian mothers receive pre-natal care from their private physician, though an important role is also played by the Victorian Order of Nurses, a voluntary nursing organization, and by local public health units. The practice of confinement in hospital is well established in Canada, with about 87 per cent of all births occurring in maternity or general hospitals. In the majority of provinces almost 100 per cent of births take place in hospitals and only two provinces have a significant proportion of home confinements. Post-natal care of the mother and early care of the infant is also largely provided by private physicians but an increasingly important part is played by the public health nurse. Nursing visits are made to the home, and well-baby clinics for health supervision of infants and pre-school children are widely available wherever there are organized public health services.

Children also receive health care through school health services which have been established in every province. These services include visual and audiometric testing, general medical examinations and, in some provinces, preventive dental health services. In addition, school health services are concerned with the school environment and involved in the health teaching program.

Major emphasis in the protection of children's health has been placed on immunization programs. A notable example of the successful application of such procedures has been in the anti-polio-myelitis campaign. Through agreements with the federal Government the provincial health departments have made the Salk vaccine available

for free inoculation of children and most provinces also provide care free of charge or at nominal cost to poliomyelitis patients during the acute and post-paralytic stages of the disease. The dramatic reduction in the incidence of this disease constitutes the most recent chapter in the long story of success in attacking the principal diseases of childhood.

There are also special programs for handicapped children. Institutions for the training of blind and deaf children, hospital schools for the mentally deficient, and special classes for hard of hearing and partially sighted children provided by local school boards have been in existence for many years. More recent developments have been classes for orthopedically handicapped and cerebral palsied children as well as classes for mentally retarded children not accepted in the regular schools. Many of these, initiated by parent groups and supported by voluntary means, are increasingly receiving government assistance. Special education programs are found in all the children's hospitals rehabilitation centres, and most tuberculosis sanatoria.

Programs for emotionally disturbed children are also being developed in many parts of the country as child guidance services become available and as specialized institutions are able to obtain the qualified staff required for their successful operation.

Children needing hospital care are normally treated in general hospitals serving all groups but there are also five general hospitals for children, four children's orthopedic hospitals and a number of rehabilitation centres.

Crippled or physically handicapped children have received increased attention in recent years as the concept of what constitutes a handicapped child has been broadened and as increased diagnostic and treatment skills and facilities have become available. Programs combining public and private endeavour are now organized in all provinces. They include case finding, team diagnostic appraisal, treatment and a range of rehabilitation services, including education designed to bring the child to his full potential.

It will be evident that in the field of health, as in welfare, education and corrections, extensive provisions have been made in Canada to provide the special care and assistance to which motherhood and childhood are entitled.

II—Equal Social Protection of Children Born out of Wedlock

Substantial progress has been made in Canada in establishing the principle that "all children whether born in or out of wedlock shall enjoy the same social protection".

The position of the child born out of wedlock reflects social attitudes towards illegitimacy. Strong moral disapproval continues in respect to extra-marital sexual relations; but the disposition to stigmatize the illegitimate child has been greatly reduced. There is now, in fact, very general recognition of the right of the child born out of wedlock to equal treatment in relation to public measures affecting children.

Most substantial progress to this end has been made since the First World War. Prior to that the very limited rights accorded to the illegitimate child under the English common law had only gradually been enlarged in the provinces in which English civil law had been adopted. In the province of Quebec, a somewhat different situation prevailed; but there too a gradual improvement in the actual condition of children born out of wedlock had occurred. Legislation for the protection of children of unmarried parents, dating mainly from the 1920's, marked a significant forward step. It provided protection of children born out of wedlock both through legal means and through bringing programs designed to assist them and their unmarried mothers within the framework of a comprehensive child welfare program.

A major aim of the legislation for children of unmarried parents is to help such children through assisting the unmarried mother. This takes the form not only of creating more effective means than were previously available for the unmarried mother to obtain financial support from the putative father but it also makes available casework services designed to assist her with a wide range of problems in respect to plans for her confinement, relations with her family and the putative father and her rehabilitation in the community following the birth of the child. Assistance is also provided to the unmarried mother in reaching a mature decision about the future of her child.

Where the unmarried mother decides to retain and raise her child, the child welfare agency may assist her in this plan, perhaps through providing a temporary placement of her child. Public financial assistance is available to her in some provinces and in four provinces she is eligible for mothers' allowances. She will also receive federal family allowances, which are paid without respect to birth status to the mother as long

as she is supporting the child. These forms of assistance notwithstanding, the unmarried mother finds that there are formidable problems in bringing up a child out of wedlock in most Canadian communities. Frequently the unmarried mother asks the assistance of a child welfare agency in placing her child or finds some private means to this end.

For many years a large proportion of children born out of wedlock were raised in foster homes or institutions. Adoption, however, is now regarded as the plan which should be considered for virtually all children born out of wedlock who are made available for adoption by the decision of the unmarried parent to surrender her guardianship of the child. The goal of adoption placement is increasingly being realized in all parts of Canada. Adoption, ensuring as it does the acceptance of the child as an integral member of the adopting family, attains to a degree perhaps not otherwise possible the objective of providing to the child born out of wedlock the same social protection as that enjoyed by other children.

In addition to forms of financial assistance available to unmarried mothers who undertake the upbringing of their children and the vigorous adoption programs that are meeting the needs of most children placed with child welfare agencies, there are other measures designed to improve the position of the child born out of wedlock. Among these are to be mentioned birth certification procedures and legitimization laws. Short form birth certificates which give information relating only to the individual concerned and thus do not disclose birth status are generally available in Canada. Children born out of wedlock to parents who subsequently marry may be legitimated under legislation in effect in all provinces.

While the objective of assuring social protection for children born out of wedlock equal to that extended to other children has not been reached and may never be fully achieved, the progress made in the past four decades suggests that continued gains will be made in the years ahead. A climate favourable to equal treatment is increasingly evident. It is being progressively translated into means of assisting the unmarried mother with the financial and other aspects of raising her child, in the removal of discriminatory social practices and in the improvement of child welfare programs, especially those relating to adoption.

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The International Protection of Trade Union Freedom

A Book Review

The development in recent years of international action for the protection of freedom of association for trade union purposes is described, and an evaluation of the importance of existing international guarantees and standards and of the effectiveness of existing procedures is attempted, in *The International Protection of Trade Union Freedom*, a recent book by C. Wilfred Jenks, Assistant Director-General of the International Labour Office*.

An attempt is also made in the book's final chapters to estimate the significance of contemporary developments concerning freedom of association for the future of international organization and for the general theory of international law.

The book is based on experience relating to two ILO Conventions: No. 87—Freedom of Association and Protection of the Right to Organize, 1948, and No. 98—Right to Organize and Collective Bargaining, 1949. The experience comprises 153 allegations of infringement of trade union rights referred to a Committee on Freedom of Association established by the ILO Governing Body.

Each member of the ILO that has ratified these Conventions—when the book was written, 23 had ratified No. 87 and 26 had ratified No. 98—is required to report annually to the International Labour Office the measures that it has taken to give effect to the Convention. Members that have not ratified the Conventions are required to report at appropriate intervals the position of their law and practice in regard to the matters dealt with in the Convention. (For extracts from the most recent Canadian report on Convention No. 87, see page 1229.)

The Committee on Freedom of Association, made up of members of the ILO Governing Body, examines allegations of infringements of trade union rights and reports to the Governing Body whether further examinations of an allegation is necessary, and whether the allegations, if proved, would be an infringement of trade union rights, whether the allegations are so purely political in character that it is undesirable to pursue the matter further, or are too vague for consideration, or whether the evidence is insufficient. If the Committee reports that the case should be examined further, the Governing Body may

seek the consent of the government concerned for further fact-finding and conciliation procedures.

The 153 cases referred to the Committee involved 67 governments in all parts of the world. In 137 of them the Committee had, when the book was written, submitted final or interim conclusions, and its reports had been approved by the Governing Body. The development of an international procedure for examining allegations and grievances is, in the author's opinion, clearly worthy of study. It represents a significant contribution to the development of international procedures for the examination of petitions and complaints made by private persons or bodies to international organs.

Out of the wealth of material in this book on the subject indicated above, readers of the *LABOUR GAZETTE* would find of particular interest the author's analysis of what are the essential principles in the body of precedent that has been built up on the subject of trade union freedom. Some indication of the contents of these chapters is given in the paragraphs which follow.

The general standards taken into account by the Freedom of Association Committee are the standards set out in the Conventions. Whether or not members have ratified a Convention, the Committee, in examining allegations, is guided by its provisions. The author points out that these standards have been approved after the most thorough and prolonged investigation and discussion by bodies representative of governments, employers and workers alike for all parts of the world. They represent a consensus of view based on the experience of many countries. In considering whether the facts alleged in the complaint would, if proved, constitute an infringement of trade union rights, the Committee, in applying general principles to specific situations, has developed an interesting body of precedents on some of the major questions in industrial relations facing many countries at the present time.

The essence of freedom of association is the right of workers and employers to establish and join "organizations of their own choosing". The Committee has been critical of the absence of any freedom of choice in cases in which there is, in law or in fact, a monopoly of the right of association. It has recommended reconsideration by the government concerned of regimes characterized by the co-existence of two or more types of workers' organizations, of which one enjoys an official approval denied the others. Another situation, which

* Jenks, C. Wilfred, *The International Protection of Trade Union Freedom*, New York, Frederick A. Praeger, Inc., 1957. Pp. 592.

they found inconsistent with the principle, was a proposed provision in connection with a law dealing with registration of trade unions whereby "the Registrar may enrol an applicant union for any particular industry in any particular area if he is satisfied that no other union is enrolled or registered for that industry in that area".

In applying the principle that workers and employers may establish and join organizations of their own choosing "without distinction whatsoever," the committee has regarded the principle of non-discrimination on political grounds as applicable irrespective of the nature or tendency of such discrimination. Most of the allegations submitted to the Committee on this issue have related to anti-Communist legislation. The Committee recognizes that conviction of a criminal offence may be a disqualification for membership of a trade union as for the exercise of other civil rights, but emphasizes the importance it attaches to due process in cases in which measures of a political character may indirectly affect the exercise of trade union rights. They urged reconsideration of a provision which, while it did not deprive persons alleged to be members of proscribed political parties of the right to belong to a union until convicted, provided that the fact of being charged entailed suspension of the right.

In cases where it found that legislation involved racial discrimination in trade union rights it recommended that the government concerned give further consideration to its policy.

Under the Conventions, the status of the armed forces and the police is left to national discretion by both Conventions; other civil servants are covered by the 1948 Convention but not by the 1949 Convention. The Committee has considered a number of cases concerning civil servants and other government employees. The general principles which emerge from these cases are summarized as follows: "that civil servants and government employees should enjoy the right to organize and be protected against anti-union discrimination, that a requirement that they be organized in unions catering for them exclusively may be reasonable in certain circumstances, that it is normal to withhold the right to strike from civil servants enjoying statutory terms and conditions of employment, and that where the right of collective bargaining or the right to strike is withheld from other government employees on the ground that they are engaged in essential services there should be adequate alternative arrangements for the protection of their occupational interests".

In considering the right to establish and join organizations of their own choosing "*without previous authorization*," the Committee has held that "while it is common practice for States to provide in their legislation such formalities as seem to them proper to ensure the normal functioning of these associations, a provision in virtue of which the right of association is subject to an authorization given by a government department in its sole discretion is incompatible with the principle of freedom of association".

The right to draw up their constitutions and rules freely is the key to the autonomy of workers' and employers' organization, but it is also clear that the International Labour Conference when it adopted the Convention contemplated that States would remain free to provide formalities to ensure the normal functioning of industrial organizations. The cases relating to the right to draw up constitutions and rules which have arisen before the Committee all involve some form of the question whether particular legal requirements that certain matters be provided for in the constitution and rules are inconsistent with the right of organizations to draw up their constitution and rules freely. The Committee had some doubt about a provision that rules of approved trade unions must contain a statement that it "will act as a body for co-operation with the public authorities and other associations for the furtherance of social solidarity and the subordination of economic and occupational interests to the national interests".

In a number of other cases where the law places on industrial associations applying for the status of recognized trade unions an obligation to deal with certain matters in their rules but does not prescribe the manner in which they shall be dealt with, the Committee has taken the view that the inclusion in legislation of provisions governing the relationship between unions and federations which in a developed trade union system would normally appear in trade union rules may be not unreasonable in the early stages of development of the trade union movement.

In connection with "*the right to elect representatives in full freedom*," the two forms of intervention actually found are supervision of elections and disqualification for eligibility as officers. The Committee has on occasion pointed out "that the right of workers to elect their representatives in full freedom is a most important aspect of trade union freedom and that this right should be subject to as few restrictions as possible".

In considering cases involving the right "to organize their administration and activities and formulate their programs", the Committee has emphasized that "organizations" is defined in the Convention as "any organization of workers or of employers for furthering and defending the interests of workers or employers".

Some restrictions on political activities of trade unions appear in a number of countries. In dealing with allegations that restrictions on political activities are inconsistent with the right to organize administration and activities and to formulate programs, the Committee has been guided by the resolution on the independence of the trade union movement adopted by the International Labour Conference in June 1952, which lays down the principle that "the fundamental and permanent mission of the trade union movement is the economic and social advancement of the workers," and that "when trade unions, in accordance with the national law and practice of their respective countries and at the decision of their members, decide to establish relations with a political party or to undertake constitutional political action as a means towards the advancement of their economic and social objectives such political relations or action should not be of such a nature as to compromise the continuance of the trade union movement or its social or economic functions irrespective of political changes in the country".

In commenting on one case before it, the Committee said:

In order that trade unions may be sheltered from political vicissitudes and in order that they may avoid being dependent on the public authorities, the Committee considers that it is desirable that employers' and workers' organizations, on the one hand, should limit the field of their activities, without prejudice to the freedom of opinion of their members, to the occupational and trade union fields, and that the Government, on the other hand, should refrain from interfering in the operation of trade unions.

The right of organizations to affiliate with international organizations has been at issue in a number of cases. While pointing out that the right of national workers' organizations to affiliate with international workers' organizations normally carries with it the right to maintain contact with the international organizations to which their organizations are affiliated, and to take part in their work, and that it is desirable that every latitude should be afforded to them for this purpose, the Committee has recognized that this principle may not be susceptible of unqualified application in all circumstances, particularly where a political element or criminal charges are involved.

A number of cases before the Committee bear on the application of the principle of protection against anti-union discrimination. In a case in which the law of the country in question fully recognized freedom of association so far as the State was concerned, but contained no provision declaring that employers were bound to respect freedom of association, the Committee considered that, where a government has undertaken to ensure that the right to associate should be guaranteed by appropriate measures, the guaranteee, in order to be an effective guaranteee, should be ensured by measures including the protection of the worker against anti-union discrimination in his employment.

The Committee has been called upon to consider the incidence on freedom of association of national security and loyalty programs in a number of countries and has had occasion to emphasize the desirability of including in procedures for the protection of public security the safeguards necessary to avoid any infringement of trade union rights.

When the 1949 Convention was adopted, the International Labour Conference approved a report by its Committee on Industrial Relations recording the view that the provisions of the Convention were not to be interpreted as authorizing or prohibiting union security arrangements, such questions being matters for regulation in accordance with national practice. In one case before it the Committee held that where management was acting in accordance with union security arrangements agreed upon by the parties, the operation of the arrangements might cause a worker to withdraw from a particular union to which he belongs but not "to relinquish trade union membership" and might cause a worker to suffer certain prejudice in his employment by reason of his membership in a particular union but not "by reason of union membership". In these circumstances there was no anti-union discrimination involving a violation of the Convention.

In another case the Committee considered that where union security arrangements operate and require membership of a given organization as a condition of employment, there might be an unfair discrimination if unreasonable conditions were to be attached to persons seeking such membership but in the particular case there were appropriate national remedies for testing whether membership had been wrongfully refused in terms of the union shop agreement and the statute under which it was made, and the Committee refused to pursue the matter further.

The 1949 Convention provides that measures appropriate to national conditions shall be taken where necessary to encourage and promote the full development and utilization of machinery for voluntary negotiation between employers' and workers' organizations, with a view to the regulation of terms and conditions of employment by means of collective agreements. The significance and importance of collective bargaining as an element in freedom of association has been recognized by the Committee in a number of cases. In cases in which the special regime applicable to public employees, or the restriction of strikes in essential services, has the effect of restricting collective bargaining, the Committee has insisted on the importance of alternative arrangements to safeguard the workers' interests. However, the Committee has held that the Convention does not place a duty on the government concerned to enforce collective bargaining by compulsory means. It has accepted fully the general principle of special restrictions on the right to strike in essential services, holding, for example, that it is not an infringement of freedom of association to make disputes in essential services subject to a special conciliation and arbitration procedure; or for a government, being responsible for the operation of public services, to apply certain limitations to the right to strike; or, where an essential public service is interrupted by an unlawful strike, to call in persons to perform the duties which have been suspended. However, the Committee has emphasized that limitation of the right to strike in essential services involves the corollary of satisfactory alternative arrangements for the redress of grievances.

A number of cases have been before the Committee posing the question whether measures for the control and supervision of union funds can be regarded as a reasonable precaution against the misuse of funds or whether they were, in fact, an unreasonable restraint upon trade union freedom. One group of cases relates to the disposal of the funds of particular trade unions chiefly in connection with the dissolution of unions. The general principle underlying conclusions in these cases appears to be that the funds of a dissolved union should be held in trust and subsequently applied for the benefit of the union which can most appropriately be regarded as its successor.

In evaluating the measures taken for the protection of trade union freedom, the author calls it "a leading example of one of the most significant tendencies in the development of international law in our time". He emphasized the mutually com-

plementary character of the ILO guarantees, standards and procedures. The constitutional provisions and the Conventions represent the substantive law, but these would have "tended to remain a body of aspirations of uncertain practical value" without the procedures, such as the procedure for examination of reports on application of Conventions, both ratified and unratified, and the procedure for the examination of allegations of infringements of trade union rights, which make possible the development and progressive acceptance of a body of widely agreed principles concerning all aspects of the problem of trade union rights.

Among the limitations of the existing guarantees he mentions the fact that the substantive law does not deal with all the important aspects of the matter, and the extent to which the effectiveness of existing guarantees of freedom of association for trade union purposes is dependent on the degree of protection accorded to civil liberties in general, such as freedom from arbitrary arrest, detention or exile, the right to fair and public hearing by an independent and impartial tribunal, and the presumption of innocence until proof of guilt. He does not appear to regard the lack of physical sanctions as a limitation, but he does point out that the procedures for checking on the manner in which Conventions are applied (which he refers to as a type of "mutual verification of the fulfilment of obligations") depends for its effectiveness on the extent to which the governments and legislatures of members are responsive to international criticism. He goes on to say:

The responsiveness of governments and legislatures to international criticism is of course a function of general political conditions. It depends upon the value attached to the pledged word and the keenness of the sense of international responsibility and interdependence in the country concerned, upon the prestige enjoyed there by the international body which has formulated the criticism, and upon the extent to which, under the conditions which prevail there, international criticism tends to reinforce or to silence national criticism of official policy. The conditions which make governments and legislatures responsive to criticism in and by international bodies cannot be created within short periods by any action which it is within the power of such bodies to take, but over longer periods the development of such conditions can be encouraged by building up a tradition of vigorous international co-operation based upon the moral and social values proclaimed by the preamble of the Constitution of the Organisation and the Declaration of Philadelphia and by promoting confidence in the fairness, understanding and sound judgment of those who serve upon and those who advise the bodies responsible for verifying whether the obligations which have been assumed are being properly discharged.

The closing chapter entitled "Freedom of Association and the Future Development of

International Law" deals with the significance of the ILO experience which the author has been analyzing on what he calls "the contemporary transformation of the scope and character of international law..... from a law demarcating the jurisdiction of States into a law governing common interests of mankind which can no longer be dealt with effectively on a national basis". The

ILO procedures have illustrated a way of developing a body of accepted international doctrine on crucial social and industrial issues which is already exercising a considerable influence on social and legal development in many countries "and may at some stage harden into customary international law".

—Edith Lorentsen
Director, Legislation Branch

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27.* HOW, W. GLEN. *The case for a Canadian Bill of Rights*.... Toronto, printed by Watch Tower Press, 1948. 40 p. Bibliographical footnotes.

Reprinted from *Canadian Bar Review*, May 1948. Partial contents: Civil liberties have a practical value to the state. The unwritten British Constitution. The myth of Magna Carta. The English Bill of Rights of 1689. The writ of Habeas Corpus. Freedom of communication: speech, press and assembly. History of English censorship. Censorship in Canada. Legislature establishes censorship. Limitations on expression under the Criminal Code. Freedom of worship.

28. KELLY, ALFRED HINSEY, ed. *Foundations of freedom in the American constitution*. New York, Harper, 1958. 299 p.

29.* KONVITZ, MILTON RIDVAS. *The constitution and civil rights*. New York, Columbia University Press, 1947. 254 p.

Contents: Part one: Federal civil rights. Part two: State civil rights.

30. KONVITZ, MILTON RIDVAS. *Fundamental liberties of a free people: religion, speech, press, assembly*. Ithaca, Cornell Univ. Press, 1957. 420 p. (Cornell Univ. Cornell Studies in Civil Liberty).

Contents: Part I: Freedom of religion. Part II: Freedom of speech, press, and assembly. Part III: Freedom of speech, press and assembly: the clear and present danger doctrine.

31. LAMONT, CORLISS. *Freedom is as freedom does; civil liberties today*. New York, Horizon Press, 1956. 322 p. Selected bibliography: p. 303-305.

A panoramic view of the condition of civil liberties in the U.S. today. Describes the decline of civil liberties during the McCarthy regime and concludes with the expressed belief that the tide is turning towards the restoration of the Bill of Rights.

32.* LUKAS, EDWIN J., AND LESKES, THEODORE. *Civil rights and civil liberties*..... New York, National Labor Service, 1954. 11 p. Bibliography: p. 10-11.

Reprinted from Social Work Year Book, 1954. Great progress was made in the protection and expansion of civil rights in the decade from 1940-1950. The article enumerates developments at the national, state and community levels and also considers civil liberties cases and mentions agencies concerned with both civil rights and civil liberties.

33. MACDERMOTT, JOHN C. M. *Protection from power under English law*. London, Stevens, 1957. 196 p. (Hamlyn lectures, 9th ser.).

34.* MALIK, CHARLES. *The Challenge of human rights*. Toronto, Canadian Institute of International Affairs, 1949. 16 p. (Behind the Headlines, v. 9, no. 6).

Based on an address delivered to the Canadian Institute of Public Affairs at Lake Couchiching, Ontario, Aug. 1949.

35. MORISON, SAMUEL ELIOT. *Freedom in contemporary society*. Boston, Little Brown and Co., 1956. 156 p. (Kingston, Ont. Queen's Univ. Chancellor Dunning Trust Foundation, 8th ser., 1956). Bibliography: p. 151-156.

Partial contents: Political freedom. Economic freedom. Academic freedom.

36. NEWMAN, EDWIN STANLEY. *Law of civil rights and civil liberties*. New York, Oceana, 1958. 96 p. (Legal Almanac series, no. 13). Rev. ed.

37. O'BRIAN, JOHN LORD. *National security and individual freedom*. Cambridge, Harvard University Press, 1955. 84 p. (Harvard University. The Godkin Lectures on the Essentials of Free Government and the Duties of the Citizen, 1955).

Contents: I. Security in an age of anxiety. II. Security, sanity, and fair play.

Discusses the "evolution of a new and un-American legal philosophy implemented by encroachments on the fundamental guarantees of liberty to the citizen".

38. PFEFFER, LEO. *Liberties of an American; the Supreme Court speaks*. Boston, Beacon Press, 1956. 309 p.

The author attempts to shed some light on what the liberties of an American are and what they mean. Gives an account of the leading decisions of the U.S. Supreme Court which interpret and apply the American Bill of Rights.

39. POUND, ROSCOE. *The development of constitutional guarantees of liberty*. New Haven, Conn., Yale Univ. Press, 1957. 207 p. (Lectures delivered at Wabash College, 1945).

Contents: In medieval England. The era of the Tudors and Stuarts. In the American colonies. From the Revolution to the Constitution.

40. PURDUE UNIV., LAFAYETTE, INDIANA. DIVISION OF EDUCATIONAL REFERENCE. *Science, education, and civil liberties*; report of poll no. 51 of Purdue opinion panel (proc). Lafayette, Indiana, 1958.

41.* SALISBURY, ROBERT ARTHUR JAMES GASCOYNE-CECIL, 5th MARQUIS OF. *Liberty and authority; a re-examination*..... Toronto, 1949. 31 p. (The Falconer Lectures, 1949).

Freedom and independence should be preserved within a framework of authority. Authority is necessary for liberty of thought and of spirit.

42.* SANDWELL, B. K. *The state and human rights*. Toronto, Canadian Institute of International Affairs, 1947. 16 p. (Behind the Headlines, v. 7, no. 2).

Discusses the setting up of a Commission on Human Rights by the Economic and Social Council of the United Nations and comments on the basic freedoms.

43. SCHWARTZMAN, RUTH, AND STEIN, JOSEPH. *Law of personal liberties*. New York, Oceana Publications, inc., 1955. 96 p. (Legal Almanac Series, no. 40).

This volume is concerned with four important areas of the law not generally known except to lawyers: (1) freedom from improper arrest; (2) freedom from improper search and seizure; (3) freedom from being compelled to furnish evidence against one's self; and (4) freedom from improper deprivation of liberty.

44.* SCOTT, FRANCIS REGINALD. *Dominion jurisdiction over human rights and fundamental freedoms*. Ottawa, 1949. p. 497-536. Reprinted from Canadian Bar Review, v. 27, no. 5.

Contents: The present situation. Proposals for a Bill of Rights. Fundamental rights in the B.N.A. Act. A Bill of Rights without amendment to the B.N.A. Act. Revision of existing federal laws. Freedoms and rights: some distinctions. Areas of federal jurisdiction. Survey of particular federal powers.

45. STOUFFER, SAMUEL ANDREW. *Communism, conformity, and civil liberties; a cross-section of the nation speaks its mind*. New York, Doubleday, 1956. 278 p.

This survey examines the reactions of Americans to two dangers: (1) from the Communist conspiracy outside and inside the country; (2) from those who in thwarting the conspiracy would sacrifice some of the very liberties which the enemy would destroy.

Partial contents: Are civic leaders more tolerant than other people? Is there a national anxiety neurosis? How tolerant is the new generation? Do women have viewpoints different from men? What aspects of communism do Americans distrust most? How far does the communist threat account for intolerance of non-conformists?

46.* UNITED NATIONS. DEPT. OF PUBLIC INFORMATION. *For fundamental human rights; an account of the work of the United Nations "in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language or religion."* Lake Success, 1948. 126 p.

Partial contents: From the "Four Freedoms" to the Charter of the United Nations. Draft of the Declaration of Human Rights. Draft International Covenant on Human Rights. The implementation of the Convention on Human Rights.

47.* UNITED NATIONS. DEPT. OF PUBLIC INFORMATION. *Our rights as human beings; a discussion guide on the Universal Declaration of Human Rights.* Revised ed. New York, 1950. 31 p. Background reading: p. 31-32.

A guide for leaders of adult groups, as well as for teachers in senior high schools and colleges. The text of the Declaration is included.

48.* UNITED NATIONS. DEPT. OF PUBLIC INFORMATION. *United Nations work for human rights.* 2d ed. New York, 1957. 35 p. Selected bibliography: p. 31-35.

Partial contents: Draft international covenants on human rights. The right of peoples to self-determination. Future program. Advisory services in the field of human rights. Prevention of discrimination and protection of minorities Freedom of Information. Studies and conventions dealing with human rights. Status of women.

49.* UNITED NATIONS. DEPT. OF SOCIAL AFFAIRS. *The impact of the universal declaration of human rights.* New York, 1951. 41 p.

Partial contents: The authority of the universal declaration. The impact of the Universal Declaration on groups and individuals; also on international and national affairs.

50.* UNITED NATIONS. DEPT. OF SOCIAL AFFAIRS. *Yearbook on human rights.....* Lake Success. The Library has:— 1946-1955.

51.* UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. COMMISSION ON HUMAN RIGHTS. *Report.....* New York. The library has: 1st, 1947-14th, 1958.

52.* UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. COMMISSION ON HUMAN RIGHTS. SUB-COMMISSION ON FREEDOM OF

INFORMATION AND OF THE PRESS. *Report.....* New York. Library has: 1st, 1947; 3rd, 1949; 4th, 1950. The 5th and last report appeared in 1952.

53.* UNITED NATIONS. GENERAL ASSEMBLY. *Universal declaration of human rights.* Final authorized text. New York, United Nations, Dept. of Public Information, 1950. 8 p.

54.* UNITED NATIONS. SECRETARY-GENERAL, 1946-1953 (LIE). *Activities of the United Nations and of the specialized agencies in the field of economic, social and cultural rights; report.* New York, United Nations, Commission on Human Rights, 1952. 74 p.

A survey of the activities of various bodies of the United Nations and the Specialized Agencies which relate to the economic, social and cultural rights set out in articles 22 to 27 of the Universal Declaration of Human Rights.

55. UNITED NATIONS N G O's NEWSLETTER. New York, United Nations, Dept. of Public Information, v. 1, no. 1 is dated Feb., 1958.

A new quarterly publication issued as a newsletter for non-governmental organizations, intended as a digest of information and ideas for organizers working on the observance of the 10th anniversary of the adoption of the Universal Declaration of Human Rights.

56. U.S. LIBRARY OF CONGRESS. LEGISLATIVE REFERENCE SERVICE. *Human rights, domestic jurisdiction, and the United Nations Charter* prepared by Mary Shepard, Foreign Affairs Division, under the direction of the Subcommittee on the United Nations Charter. Washington, U.S. Govt. Printing Office, 1955. 28 p. (Staff Study no. 11, Subcommittee on the United Nations Charter).

57.* WINNIPEG FREE PRESS. *Protecting our birthright; disallowance or Bill of Rights?* Winnipeg, 1954. 20 p. (Winnipeg Free Press Pamphlet no. 51).

Reprinted from the editorial pages of *Winnipeg Free Press*, May, 1954.

Takes the point of view that the federal Government is responsible for protecting the basic rights of Canadian citizens.

58.* WITMER, T. RICHARD. *Civil liberties and the trade union.* New Haven, Conn., 1941. p. 621-635.

Reprinted from *The Yale Law Journal*, v. 50, no. 4, Feb. 1941.

How much control the union has over its members' activities is not yet established.

59.* WORKERS DEFENSE LEAGUE. EDUCATION COMMITTEE. *Labor's rights in the United States: an outline for teachers and students.* New York, 1941. 36 leaves. Mimeographed.

A brief summary of Labour's struggles to win recognition and to maintain and defend essential rights and liberties.

Periodical Articles

60.* ADULT EDUCATION AND CIVIL LIBERTIES, by R. J. Blakely. (In *Food for Thought*, Nov. 1954, p. 6-9).

Digest of a speech delivered to the National Conference on Adult Education, London, Ont., May 28, 1954.

61.* AMALGAMATED PRESSES FOR EFFECTIVE CIVIL RIGHTS. (In *Butcher Workman*, Mar. 1957, p. 6).

Clothing Workers of America outlines its position favoring civil rights and President Eisenhower's plan to create Civil Rights Division.

62. AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE. *Internal security and civil rights*; ed. by Thorsten Sellin. Philadelphia. The Academy, 1955. 190 p. (*Annals*, v. 300).

Contents: Freedom of expression. Privacy and personal dignity. Subversive persons and groups. Academic freedom. Job security and national security. Investigations.

63.* CANADA NEEDS A BILL OF RIGHTS, by Andrew Brewin. (In *Canadian Labour*, Jan. 1957, p. 14-15).

From an address at the Ontario Federation of Labour Conference on Fair Practices and Human Rights, Dec. 1, 1956.

64.* CIVIL RIGHTS AND LIBERTIES AND LABOR UNIONS, by Joseph L. Rauh, jr. (In *Labor Law Journal*, Dec. 1957, p. 874-881).

Failure of union responsibilities in treatment of minority groups and support of civil rights point to need for greater democracy within unions.

65. THE CONCEPT OF LEGAL LIBERTY, by Glanville Williams. (In *Columbia Law Review*, Dec. 1956, p. 1129-1150). Bibliographical footnotes.

Contents: I. The definition of legal liberty. II. The choice of the word "liberty." III. Legal liberties to act and not to act. IV. Legal liberty need not involve choice. V. Liberty and right. VI. Some examples of fallacies. VII. Liberty not as affected by the characteristics of duty. VIII. The non-emotive characteristics of legal liberty.

66. THE CONSTANT PRESSURE ON ENTERTAINMENT, by Gilbert Seldes. (In *Saturday Night*, June 27, 1953, p. 7-8).

Discusses various forms of pressure exerted in various fields, such as entertainment, the press, and the difficulty of meeting pressure methods by those who hold to standards of decent conduct.

67. DOES FREEDOM REQUIRE A BILL OF RIGHTS? By H. F. Angus. (In *Saturday Night*, Nov. 14, 1953, p. 7-8).

A scholarly discussion of background considerations of a Bill of Rights.

68.* EX-RED'S RIGHTS UPHELD BY UAW REVIEW BOARD. (In *AFL-CIO News*, Jan. 4, 1958, p. 2).

Summary of first official ruling of Automobile Workers Public Review Board in upholding right of five former communists to retain jobs with union.

69. HUMAN RIGHTS, by Paul Martin. (In *External Affairs*, Jan. 1953, p. 28-31). Statement made on Dec. 17, 1952, by the Acting Chairman of the Canadian Delegation to the United Nations General Assembly.

Canada's attitude toward the prevention of discrimination and the protection of minorities.

70. HUMAN RIGHTS DAY, by L. B. Pearson. (In *External Affairs*, Jan. 1954, p. 34).

Text of statement broadcast over the CBC network on Human Rights Day, Dec. 10, 1953, the 5th anniversary of the adoption of the Universal Declaration of Human Rights.

71. HUMAN RIGHTS IN CANADA, by Alex Maxwell. (In *Ontario Labour Review*, July-Aug. 1958, p. 8).

Legislation plays a vital role in ensuring equal rights to all people.

72. HUMAN RIGHTS IN CANADA. Round one: FEP. By Lloyd Harrington. (In *Canadian Forum*, Dec. 1953, p. 199-200).

Discusses the background and some of the results of the passing of the Canada Fair Employment Practices Act, July 1, 1953.

73.* INVASION OF PRIVACY, by A. Whitehouse. (In *I.U.D. Digest*, Spring 1958, p. 30-38).

Infringement on civil rights charged against increasing use of electronic surveillance as "security" and employee checks in industry; uses in other capacities reviewed.

74.* MAKING PEOPLE LIKE EACH OTHER, by S. Blum. (In *Food for Thought*, April 1958, p. 331-336).

Problems discussed are based on actual cases brought to the attention of regional human rights of the labour movement.

75.* "MEANINGFUL" CIVIL RIGHTS BILL PUSHED BY AFL-CIO. (In *AFL-CIO News*, Aug. 3, 1957, p. 1).

Summary of statement issued by AFL-CIO executive committee.

76. PADLOCK CASE, by Pauline Jewett. (In *Canadian Forum*, April, 1957, p. 7-8).

Discusses the guaranteeing of fundamental freedoms against provincial encroachment and suggests that there might be restrictions on the federal government also in this respect.

77.* SEPTIEME ANNIVERSAIRE DE DROIT DE L'HOMME FETE PAR CTM, by J. Perrault. (In *Canadian Unionist*, Jan.-Feb. 1956, p. 28).

78. WHAT DO CIVIL RIGHTS MEAN IN QUEBEC? By R. B. Fraser. (In *Maclean's Magazine*, Jan. 7, 1956, p. 3, 46).

Discusses the contrast in the official conceptions, inside and outside Quebec, of a citizen's rights and privileges, in the case of the Jehovah's Witnesses.

NOTES OF CURRENT INTEREST

Govt. Will Share Cost of Winter Work Projects

The federal Government will pay 50 per cent of payroll costs of work done this winter in municipalities of any province where the provincial government approves. Prime Minister Diefenbaker made this offer in a speech in Regina on October 27.

Subject to talks with the provinces, the federal Government will pay 50 per cent of payroll costs incurred by municipalities between December and April for work that would not normally be done this winter.

Projects that will be supported include sidewalk construction, roads other than arterial ones, water and storm sewers, municipal parks and some major reconstruction jobs.

All projects undertaken must have the approval of the provincial government concerned so that provincial jurisdiction over municipalities will be maintained.

The federal Government's decision has its origin in the National Winter Employment Conference (L.G., Aug., p. 847) held in Ottawa July 14-15. At that conference, delegates proposed, among others, an incentive to municipalities to undertake works programs in order to create winter work.

The cost-sharing offer announced by the Prime Minister is designed to provide such an incentive.

Manitoba Plans to Spur Employment This Winter

Moves to ease winter unemployment, establishment of an agricultural credit plan and a record highway construction program were announced in the Speech from the Throne read at the opening last month of a special session of the Manitoba Legislature.

It was also noted that discussions are under way with the federal Government aimed at putting into operation a flexible plan to promote winter employment during the 1958-59 season.

A special effort to co-ordinate the province's road-building, power transmission and telephone activities will make possible a marked increase in winter employment, the Speech announced.

The Manitoba Government also plans to establish a development fund that will supplement normal financial sources and

will provide financial assistance to manufacturing industries, and tourist and recreational facilities.

"This measure is expected to lead to an acceleration in the rate of growth of small and medium-sized enterprises in Manitoba and the general economic development of the province."

Announcement was made in the Speech of the Government's intention to increase aid to education along the lines indicated by a provincial Royal Commission on Education. In an interim report, the Commission urged much higher salaries for qualified teachers and increased financial support from the province for school boards.

CCA President Calls for More Winter Building

An appeal to all sections of the nation to increase winter construction as a means of lessening unemployment this coming winter was made last month by Harold J. Ball, President of the Canadian Construction Association. He was speaking at a meeting of the Halifax Construction Association and the Nova Scotia Road Builders' Association.

"This problem deserves the continuing attention of not only government, labour and industry—who are very much aware of it—but also of every Canadian citizen," he said.

In his appeal, Mr. Ball noted that due to scientific advances in research, winter construction in Canada is practical. The quality is just as good in winter as at any other season of the year, and if proper scheduling of the construction is made the cost is no higher.

Mr. Ball suggested that the average citizen can assist in having construction done in winter by urging school boards, hospital boards and community organizations to schedule building projects so that work can be carried on to the greatest possible extent during the winter months.

About 20 fish-preparing buildings are to be built in Newfoundland this winter as part of the Government's program to reduce winter unemployment, the Department of Public Works has announced.

Participation Increasing In Vocational Courses

Participation in vocational, technical and trade training courses increased by approximately 30 per cent in the four-year period from 1952-53 to 1956-57, according to a Department of Labour report entitled *Vocational Training Program in Canada*, which describes publicly operated technical and trade training courses in Canada.

The report, which is the fifth of a series issued as part of the Research Program on the Training of Skilled Manpower, is the first of several dealing with various aspects of vocational training in Canada. Prepared by the Training Branch of the Department, it is based on a survey made with the co-operation of federal and provincial government agencies.

Reports will be published later dealing with training programs in commercial and service occupations, on vocational training in government departments and on training programs in vocational agriculture.

The first three reports of the series were: No. 1, *Progress Report* (summarized in the *LABOUR GAZETTE*, Aug. 1957, p. 940), No. 2, *Technological Changes and Skilled Manpower: Electrical and Electronics Industry, Heavy Machinery Industry* (L.G., Nov. 1957, p. 1281), and No. 3, *Technological Changes and Skilled Manpower: Summary Report on the Household Appliance Industry* (L.G., Oct., p. 1110). The fourth report will be published later this year.

Most Striking Increase

The increase in participation in courses during the four-year period 1952-53 to 1956-57 was most striking in the post-high school or advanced technical courses and in the annual apprenticeship classes, although an appreciable rise was also shown in high school, industrial and trade courses.

The report shows that annual public expenditures on vocational education in Canada had risen steadily from just over \$30,000,000 in 1951 to approximately \$50,000,000 in 1956. During this period the total municipal share remained fairly constant at approximately 45 per cent, the provincial share increased from approximately 41 to 47 per cent, and the federal share decreased from 12 to approximately 8 per cent.

Under the Vocational Schools' Assistance Agreement of 1945-55 made between the federal Government and the provinces, the greatest expansion took place in vocational high schools financed by municipalities with grants from the provinces.

Federal assistance to the program was limited by fixed allotments that were paid

on the basis of provincial grants or costs. As costs increased, the federal allotments were not sufficient to match the provincial expenditures on vocational programs. This situation accounted for the decrease in the percentage of the federal share of vocational costs during the five years from 1951 to 1956.

The new Vocational and Technical Training Agreement that replaced the Vocational Schools' Assistance Agreement in 1957 has provided for an increase in federal contributions to vocational and technical education.

Calls for Doubling of Building Apprentices

"The registration of apprentices in the construction trades should be at least double the present level," said Harold J. Ball, President of the Canadian Construction Association, in an address last month at Fredericton.

To achieve this increase, employers, unions and governments must pool their efforts, he stated.

"All employers in the construction industry have a very direct interest in the industry's training program because the industry's efficiency and costs are in large measure dependent upon the training of adequate numbers of recruits in properly balanced programs which combine jobsite and schoolroom instruction." Employers must provide more opportunities for job-site training, he said.

Unions should administer their journeyman-apprentice ratios on a regional basis rather than on an individual contractor, job or shop basis, he suggested, and provincial governments should give serious consideration to the introduction of pre-employment training courses and of certification of tradesmen where this has not already taken place.

Prospects for apprentices in the construction industry are especially attractive, Mr. Ball pointed out. "There are few industries in Canada that offer as many opportunities to men to rise from the ranks and take on positions of prominence and responsibility."

Vocational Guidance in Belgium Provided by Law

A vocational guidance service set up by law in Belgium is described in an article of a recent issue of the *Personnel and Guidance Journal* by Leonard A. Ostlund, Assistant Professor of Psychology at Kent State University, Ohio.

Belgium pioneered with the first guidance centre in Europe, established at Brussels in 1912. Twenty-five years later, a comprehensive guidance service was set up by law, which provided for its establishment and functioning on a nation-wide basis under the jurisdiction of the Minister of Education. There are now 88 local counselling centres and 18 regional psychological-socio-logical-medical centres.

The law stipulates that counsellors must have a certificate or degree from a recognized institution, that each guidance centre shall consist of a counsellor, nurse, doctor, social service worker, and clerical staff, and that the service must be free of charge.

No compulsion may be used either in inducing an individual to be counselled or to follow counselling recommendations.

Current Labour Unrest “Deplorable”—CMA Head

Current labour unrest in Canada is especially deplorable at this time when it is imperative to keep Canadian products competitive with those produced abroad in both price and quality, said Ian F. McRae, President of the Canadian Manufacturers' Association, in a recent address.

“Management,” the speaker said, “is not against high wages. At the same time, it is absolute folly for any of us to proceed on the assumption that we are ‘entitled’ to a substantial annual raise, irrespective of current economic conditions and individual performances. But that is precisely the stand being taken in some quarters.”

Was it not strange, he asked, that at this time thousands of men in several of Canada's most important industries, who for the most part were earning between \$4,000 and \$5,000 a year, and who were not being threatened by any move to reduce their earnings, should be willing to engage in prolonged strikes and lose hundreds of dollars in wages?

Quoting a recent statement of Hon. Michael Starr, Minister of Labour, in which he said that “Labour is getting a bigger share of a bigger pie,” Mr. McRae said that “still the demands keep rolling in with hardly a break, and Management is faced with the ultimatum: Pay up—or else.”

The CMA President complained of the way in which union spokesmen “for the most part airy dismiss the idea that there is any connection between wage increases and price increases. They seek to persuade the public at large that their insatiable demands can be met out of profits.”

Such spokesmen, he said, ignored the fact that profits have fallen sharply this year,

that the Government takes half of all profits, and that much of what it left goes into providing the new plant and equipment “which is so essential to business survival and expansion, and, let it not be forgotten, to the provision of an increasing number of jobs”.

UK Prices Likely Stable Despite Wage Increases

The United Kingdom's Council on Prices, Productivity and Incomes, in its second report, issued in August, has predicted that the price level of goods and services may remain almost stable, with rising labour costs being offset, or nearly offset, by lower materials costs and lower profit margins. The retail price index is even less likely to rise, and may even fall.

The Council's first report was issued last February (L.G., May, p. 481).

Fixed capital expenditure in the public sector is likely to be roughly stable; in the private sector, to decline somewhat. Investment in inventory and in work in progress is likely to be lower, and government expenditures on goods and services likely will remain about stationary.

Demand for Labour Eases

Figures available up to July 1958 indicated that unemployment, employment, vacancies, short-time and overtime showed some easing of the demand for labour, according to the report.

The report noted that the index of retail prices continued to rise up to June, and that 69 per cent of that rise since October 1957 was accounted for by increases in food prices. Other sectors of the index, apart from housing, climbed little in the October-June period. There was a definite levelling-off in export prices and in the wholesale price index of manufactured goods.

It was also noted that fewer workers had been given wage increases during the first quarter of 1958, and the average amount was smaller than in 1957. In the first seven months of 1958 the weighted average increase given in negotiated wage settlements was 3.6 per cent. The figure includes those groups of workers who have sliding-scale agreements linked to the cost of living. Little change in productivity had occurred, the report notes.

Recent figures for profit incomes and for the size of wage settlements suggested that although there is still a gap between the rise in total incomes and the rise in total output, it might have narrowed a little.

Headed CLC Department, Howard Conquergood Dies

Howard Conquergood, Director of the Political Education Department of the Canadian Labour Congress, died in Ottawa on October 18.

Before the founding of the CLC he had been Director of the Education and Welfare Department of the Canadian Congress of Labour, and before that, he had held a similar position with the United Steelworkers.

His first contact with the labour movement was at the age of 17 years, when he joined the Musicians' Protective Association (AFL).

Born in Toronto, Mr. Conquergood was a graduate of Queen's University and the University of Toronto. A former staff member of the YMCA at Toronto and Hamilton, he was a member of the Board of Directors of the Canadian Association of Social Workers as well as one of the original members of the first CCYM Executive in Ontario.

In 1943, he joined the staff of the United Steelworkers of America as Canadian Education and Welfare Director. Later that year he became the union representative of the 5,000-member Steelworkers local at Research Enterprises.

When the big steel strike took place in 1946 he was placed in charge of picketing

and strike welfare administration at the Stelco plant in Hamilton. As Welfare Director of the Steelworkers, he was in charge of a number of other important strikes.

In 1947 he was successful in obtaining the co-operation of a number of unions to conduct Canada's first CIO-CCL-sponsored union summer school at Geneva Park. The next year, when an Education Committee of the CCL was established, he travelled from coast to coast conducting union institutes in co-operation with local labour councils.

In 1951, when the CCL established a Department of Education and Welfare, Mr. Conquergood became its Director and, with the TLC-CCL merger in 1956, assumed the position he held at the time of his death.

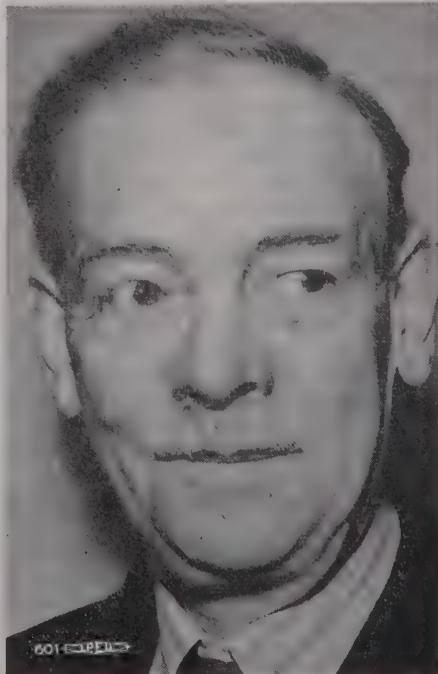
Was TLC Officer, J. W. Buckley Dies

Secretary-Treasurer of the Trades and Labour Congress from 1947 to 1949, John W. Buckley died in Toronto October 18 at the age of 76 years.

Previously, he had been since 1928 Secretary of the Toronto and District Trades and Labour Council and was TLC Vice President from 1941 to 1947. In 1929 he was TLC fraternal delegate to the Trades Union Congress.



Howard Conquergood



John. W. Buckley

Born in Manchester, England, Mr. Buckley came to Canada in 1907 and trained and worked as a carpenter with the Canadian National Railways and Canadian Pacific Railway Company for a period of 30 years.

Following his retirement he served as a referee for unemployment insurance.

Death Claims Two Men

Well-Known to Labour

The deaths occurred during September of two persons well-known to Canadian trade unionists.

S. Harry McLaren, former Executive Director of the Unemployment Insurance Commission, died September 2 at the age of 65 years.

On September 15, Abraham Kirzner, former business agent in Toronto of the International Ladies' Garment Workers' Union, died at the age of 73 years.

Mr. McLaren, who had previously served as Chief Treasury Officer, Dependents' Allowance and Assigned Pay, became Chief Treasury Officer of the Unemployment Insurance Commission on its organization in 1941. Two years later he was named Assistant Director of Mobilization under National Selective Service. He became Executive Director of the UIC in 1945, retiring from that post in October 1954.

Mr. Kirzner had served on the ILGWU staff as organizer and business agent for more than 30 years until his retirement in 1953. He had been Vice President of the Jewish Labour Committee, Chairman of the Advisory Committee of the Garment Industry of Ontario, and a leading member of the Workman's Circle of Toronto.

Promotions, Elections

Of Labour Interest

Vancouver trade unionist Herb Flesher has been appointed chief of the Labourers' Union for Western Canada. A former President of the Vancouver Building Trades Council, he succeeds the late Carl Berg as Manager of the Western Canada sub-regional office of the International Hod Carriers, Building and Common Labourers' Union.

William Buss of Toronto has been re-elected for a second term as President of the 36,000-member National Union of Public Employees. Thomas Lewis of Vancouver, Jack Raysbrook of Hamilton and Harley Horne of Calgary have been elected Vice Presidents of the union. Robert Rintoul of Ottawa continues as National Director.

Mort Brandenburg of Tenafly, N.J., has been elected President of the 32,000-member

Distillery Workers' Union. A former Vice President of the Union, and President of its 1,800-member Local 2 in New York, he succeeds Joseph O'Neill of Chicago.

A. L. McGregor, former assistant superintendent for the Canadian Pacific Railway Company in Ottawa, has been appointed Labour Relations Manager at the railway's Montreal headquarters.

U.N. Creates Special Fund For Technical Assistance

A special fund designed to enlarge the scope of existing United Nations programs of technical assistance to underdeveloped countries was created by the U.N. General Assembly on October 15. The fund is expected to have an initial working capital of \$100,000,000.

The resolution setting up the fund said it might be used initially in carrying out surveys, research and training, demonstrations and pilot projects; but it should concentrate as far as practicable on "relatively large" projects rather than spreading its resources thinly over a large number of small ones.

Participation in the fund will be limited to member states of the United Nations, its specialized agencies and the International Atomic Energy Commission.

In 1957, under its Expanded Program of Technical Assistance, the United Nations spent \$25.79 million on operations in 132 countries and territories, it has just been reported.

Seventy-four per cent of the total expenditure was devoted to providing the services of experts, compared with 16 per cent applied to fellowships and study grants, and 10 per cent to equipment and supplies.

Of a total of 2,513 experts, Canada provided 98; it also accommodated 33 fellows.

Canada's Share \$2 Million

The money for the program is contributed by member states of the United Nations. In 1957, 84 governments pledged \$30.84 million, of which more than 90 per cent was paid up. Pledges—all of which have been met—from Commonwealth countries amounted to \$5.62 million, of which Canada's share was \$2 million and Britain's \$2.24 million. The United States pledge amounted to more than \$15 million, and that of Russia to \$1 million.

The distribution of the expenditure among the regions of the world was: Asia and the Far East, 32.6 per cent; Latin America, 28 per cent; the Middle East, 19.2 per cent; Africa, 11.3 per cent; Europe, 7.2 per cent; and inter-regional projects, 1.7 per cent.

QFL Brief Urges Changes In Labour Relations Act

The right of association with freedom of association as its corollary is illusory unless individuals have a right to exercise it in full liberty, the Quebec Federation of Labour said in a brief presented to the provincial Government October 23.

The brief, read by the Federation's president Roger Provost to Premier Maurice Duplessis and members of his Cabinet, said that the least mistake, the least omission, no matter how small, on an application for certification immediately and irrevocably led to the rejection of the application.

It said that the prohibited practices outlined in the Quebec Labour Relations Act had remained "a dead letter" as far as management was concerned. They did not prevent intimidation, nor management intervention, nor dismissal for union activities.

"The employers who refuse to their employees the right of union, and they are numerous, make fun of the law for the simple reason that it does not carry adequate penalties. The penalty is so light that it does not even act as a preventive," the brief declared.

"Unless the law is immediately amended, we cannot figure any other means of preventing prohibited practices in the future, but the more frequent recourse to strike, no matter by what name it may be described. In the present context, all other recourses have proved to be ineffective and futile."

The brief complained of the slowness of labour hearings and proceedings and asked that the procedure be changed to promote more speed.

The Federation suggested that the Labour Relations Board be made up of equal numbers of employers' and unions' representatives.

It repeated a request that lists of available and competent persons who have been approved in advance by employers' associations and labour organizations be used by the Minister of Labour when naming chairmen of conciliation boards.

Referring to police action during strikes, the brief said police should be a force of order, not repression; nor should they be the employers' instrument.

The Federation criticized delays within the Workmen's Compensation Board and asked that a complete investigation of the Board's operations be held.

Legislation, such as existed in six other provinces, prohibiting discrimination because of race, creed or colour was urged by the brief.

Premier's Reply

Premier Duplessis said he recognized fully the workers' right to associate. In fact, he said, it was not only a right but a duty. However, holding more strikes was not the right way to solve things, he warned.

Democracy, he said, existed to serve all the people, not just one class.

The Premier declared there was not one province in Canada or one state in the United States where working conditions had improved more than in the province of Quebec.

The right to strike, he said, was an extraordinary right, not to be used lightly. "All suffer when there is a strike," he said. "It is a major operation. You do not operate on a man's heart if he has a toothache."

Premier Duplessis disagreed with many of the statements contained in the brief.

"You should not see injustices where they do not exist," he said, nor should you see them only on one side."

Newfoundland Federation Holds 22nd Convention

Delegates to the 22nd annual convention of the Newfoundland Federation of Labour were warned by President Doyle Sharpe that there are "dark clouds on the horizon for Labour".

One dark cloud he mentioned was that employers are introducing "high-pressure salesmen" into Canada who are trying to establish right-to-work laws. Another was the increase in anti-labour propaganda; this must be guarded against, he warned.

Labour Minister C. H. Ballam, addressing the convention, praised the work of the apprenticeship division of his department. He noted that since 1953, some 1,000 young men have entered training, 300 have graduated, 600 are still in training, while about 100 have dropped out. He felt no division of the department was more important than apprenticeship.

CLC President Claude Jodoin and Premier J. R. Smallwood were present at the convention.

Harvey Ladd, President of District 2, International Woodworkers of America, explained why the IWA had gone into Newfoundland: primarily, to get fair treatment for loggers.

The IWA was currently seeking a proper wage scale for the logger, he explained. The mill worker gets \$1.72 an hour, he said, and there was no reason why the logger should be satisfied with the \$1.05 he is paid.

Mr. Ladd said he foresaw the day when the paper mill workers and the woodworkers would attend a convention as

members of the same union, following a merger of the two groups. He suggested the merged union might be called the United Forest Products Workers of America.

A resolution calling on the NFL to approach the provincial Government for enactment of legislation to compel industries employing more than 200 to establish pension plans was rejected when it was learned that the Canadian Labour Congress was trying to obtain similar legislation on a national level from the federal Government.

UMW Convention Forced To Extend over 3 Weeks

The annual convention of the United Mine Workers, District 26, originally planned to last two weeks, was forced to extend into a third week by the large number of resolutions submitted. (An account of the first week's proceedings appeared in the October issue, page 1106.)

Among the more important subjects on which resolutions were presented were: wage increases, overtime rates and extra pay for work on Sundays and holidays, excessive overtime working, paid vacations, improved payments and extended coverage of miners under workmen's compensation legislation, provision of better first aid facilities underground, and improved pension plans.

The convention discussed recommendations of the policy committee that called for a target of a wage increase of 20 cents an hour in forthcoming negotiations, and incorporation into the basic wage of the present production bonus of \$1 a day. The demands would have the effect of increasing the basic rate to about \$14 a day from the present \$11.54.

The union's current two-year contract, which gained miners their first wage increase in six years, expires in December.

Other recommendations of the committee included proposals for: eight paid statutory holidays a year; time-and-a-half for all overtime over eight hours and double time for Sundays and holidays; and three weeks vacation with pay a year.

A strong demand for more comprehensive coverage of miners by workmen's compensation, elimination of delays in processing cases, and recognition of the hazards of mechanical mining by classification of new occupational diseases allegedly resulting from it, was made in a number of resolutions passed by the delegates.

The convention unanimously approved a recommendation calling for more and better first aid and medical equipment in mines.

The delegates approved action by union officers to secure a pension plan, if possible

non-contributory, and also voted them constitutional authority to extend existing contracts with employers pending agreement on new ones. The committee's recommendation did not rule out a suitable contributory pension plan, if one could be arranged.

There were numerous complaints about the excessive amount of overtime that was said to be required of miners, sometimes under threat of dismissal. Many miners were said to be working 11 hours a day, instead of the statutory eight hours. Some delegates said that inefficient management was the chief cause of excessive overtime working.

The convention supported a resolution that pressed for the establishment of a provincial coal marketing board; this, it was said, would enable smaller operators to get a fair share of the market and would provide year-round work for their employees.

The convention accused Canadian industry of pronouncing a sentence of "industrial death" on many workers over 40 years of age. The submission of a brief to the federal Government on the subject was approved.

Strong resentment was expressed against the Nova Scotia Power Commission for its action in closing down its Inverness thermal power plant.

Railroad Trainmen Mark 75th Anniversary

The 75th anniversary of the founding of the Brotherhood of Railroad Trainmen was observed September 23 with ceremonies at Oneonta, N.Y., where the union was organized.

On hand for the occasion was 94-year-old Elmer Wessell, believed to be the only surviving charter member of the Brotherhood.

Among those sending messages of congratulation to the Brotherhood on the anniversary were Hon. Michael Starr, Canada's Minister of Labour, and CLC President Claude Jodoin.

Teamsters Call New Convention

The Executive Board of the International Brotherhood of Teamsters voted last month to call a special convention and election of officers sometime after February 1, 1959.

This prompted the court-appointed Board of Monitors for the Teamsters to file suit in attempt to prevent such an election. The Board, with the Teamster representative dissenting, held that the union was not yet ready "to provide for the holding of a truly representative convention".

B.C. Unions Urge Publicity For Fair Practices Act

The need for a continuing educational program to inform racial groups of their rights under the Fair Employment Practices Act was stressed by the Human Rights Committee of the B.C. Federation of Labour in a recent brief to the provincial Cabinet.

Most persons referred to the Committee were not aware of their rights under the Act and many did not know of the existence of the Act, the brief stated.

The brief suggested several methods by which the government might publicize the Act.

Amendment Sought

An individual, the brief said, was hesitant about filing a complaint concerning discrimination because the onus would be on him to initiate and sign the alleged violation. It asked that the Act be amended so that interested organizations or friends could file complaints on behalf of these individuals.

It requested legislation to end restrictive covenants in real estate transactions that restrict the sale of property to persons of certain races, colour, religion or national origin.

In presenting their brief the labour delegation pointed out that a study of employment application forms, including some of the largest firms in British Columbia, had shown that the majority contained discriminatory questions, including queries on place of birth, citizenship, religion and military service.

NUPSE Solidly Against Compulsory Arbitration

A resolution expressing opposition to any form of compulsory arbitration was unanimously adopted at the annual convention of the National Union of Public Service Employees (CLC), held October 1-4 at Hamilton, Ont.

"As soon as compulsory arbitration comes in, collective bargaining goes out the window," said S. A. Little, the Union's Director of Organization. He accused municipalities of failure to accept their responsibility to bargain collectively with their employees.

Another resolution adopted unanimously demanded that both the production and distribution of natural gas be made a public utility. Francis Eady, education officer, suggested an Ontario natural gas commission similar to that which had led to the creation of the Ontario Hydro Electric Power Commission.

The delegates expressed opposition to Section 78 of the Ontario Labour Relations Act, which permits municipal councils to exclude their employees from the Act.

NUPSE President James E. Clark reported that there had been no marked progress towards merger with the National Union of Public Employees.

Speakers at the convention, which was attended by 150 delegates representing 18,000 workers in civic, utility and hospital employment, included President Claude Jodoin of the Canadian Labour Congress; President W. J. Smith of the Canadian Brotherhood of Railway, Transport and General Workers; and Larry Sefton, Director of District 6, United Stelworkers of America.

James E. Clark was re-elected President of the Union. The three Vice Presidents were also re-elected: K. Cummings, F. O. Rogers and C. C. Mainds.

ITU Convention Approves Overhaul of Constitution

At its 100th convention, held in San Francisco August 16 to 22, the International Typographical Union almost unanimously approved an overhauling of its general laws and by-laws.

Delegates approved a transfer from the general laws to the by-laws of those rules that were considered to be related to the union's self-government only. Left in the general laws were those matters considered necessary in a collective agreement.

The ITU had traditionally attached a copy of its general laws to any contract with an employer to ensure that only ITU members would be employed in the composing rooms of printing plants. The United States National Labor Relations Board has ruled that the Taft-Hartley Act made such contracts illegal.

In a statement in the *Typographical Journal*, ITU President Elmer Brown explained that Canadian locals should not alter their previous policy of negotiating closed shop contracts, which are legal in Canada. "The ITU will not approve a contract in Canada that does not provide for a closed shop," he wrote.

Bar Non-Union Printing

The convention adopted an amendment to the by-laws that will prohibit the distribution at ITU conventions of any printed matter "unless it bears either the Allied Printing Trades Council or the Typographical Union label".

The delegates voted down 37 proposed amendments that would have increased

expenditures from the union's general fund, pension and mortuary funds, and defence fund because no proposed amendment provided for additional revenue for the funds.

ICWU Approves Merger Talks with Oil Union

A "Memorandum of Understanding" that contains a schedule for discussions on the proposed merger of the International Chemical Workers Union and the Oil, Chemical and Atomic Workers International Union gained overwhelming approval at the 15th annual convention of the ICWU in Washington last month.

The Union's President, Walter L. Mitchell, was re-elected by acclamation, the first time in six years that there has been no contest for the office. Secretary-Treasurer Marshall Shafer and four of the nine Vice Presidents, including Canadian Vice President Gordon McIlwain, were also returned by acclamation. In the five vice-presidential contests, three incumbents were returned, two defeated.

The question of a change from annual to biennial conventions was deferred until next year. A proposal to change the name of the ICWU to give recognition to workers in the gas, atomic and mining industries was referred to the executive board for further consideration.

A proposal to increase per capita tax to establish a full-time health and safety department was voted down.

IWA, Paper Mill Workers Moving towards Merger

As the result of a pact signed at Portland, Ore., in October, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC), representing 34,000 Canadian workers, and the International Woodworkers of America (CLC), representing 44,000 Canadians, will likely merge into one union.

In announcing a two-year, 10-point agreement, the unions advised that it was drawn up to determine how well the two can work together. Should they decide to merge, the question will be put to the unions' 1959 conventions.

Under the agreement for merger, the unions will participate in organizing, will exchange copies of collective bargaining contracts, co-ordinate their research, and assist each other in strike or picket action.

Total membership of the IWA is 130,000; of the Pulp and Sulphite Workers, 166,000.

Nova Scotia 7th Province To Enter Hospital Plan

Seven of Canada's 10 provinces are now active participants in the federal-provincial hospital insurance scheme, following the signing last month of an agreement between the federal Government and the Government of Nova Scotia.

The Nova Scotia plan becomes effective January 1, on the same day citizens of the province will start paying a 3-per-cent retail sales tax to finance the province's share of the cost. Taxes on tobacco and liquor also will be increased.

Out-Patient Services

Nova Scotia's plan provides one of the broadest ranges of out-patient services made available so far in any participating province.

It is anticipated that hospital insurance for the first year will cost \$12,756,000. The province's share is expected to amount to \$5,434,000.

The agreement was signed by Hon. J. Waldo Monteith, Minister of National Health and Welfare, and Hon. Richard A. Donahoe, Nova Scotia Minister of Public Health.

Housing Starts in August Advance 15 Per Cent

Starts on the construction of new dwelling units in August advanced 15 per cent to 15,664 from the year-earlier total of 13,578, the Dominion Bureau of Statistics announced last month.

In the January-August period, starts were at an all-time high: 103,634, some 36.5 per cent greater than 1957's like total of 75,937.

Completions in August were 50 per cent higher than in August 1957, 12,707 compared with 8,488. Completions in the first eight months this year were also at a new peak, 80,675, a rise of 19 per cent over last year's comparable total of 67,633.

The previous eight-month record for starts was set in 1955, when 90,849 units were started in the January-August period. The previous record for completions in the year's first eight months was 78,407, established in 1956.

Units under construction at the end of August 1958 numbered 94,889, up 24 per cent from 76,623 under construction at August 31, 1957.

In the United States, housing starts in August rose to 119,000 compared with 111,000 in July and 100,000 in August 1957.

Revised Bulletin Ready on Workmen's Compensation

A revised edition of the Department's bulletin, *Workmen's Compensation in Canada, A Comparison of Provincial Laws*, is now available from the Queen's Printer, Ottawa.

Prepared by the Legislative Branch, the bulletin has been brought up to date as of June 1958, and contains changes made at 1957 and 1958 sessions of provincial Legislatures. The previous revision was issued in December 1956.

One of the important changes noted in the bulletin is that the percentage rate of average earnings on which compensation is based was raised from 70 to 75 per cent in New Brunswick, to take effect on January 1, 1959. With this change, compensation for disability will be paid in all provinces but Nova Scotia on the basis of 75 per cent of earnings. In Nova Scotia, the rate is 70 per cent.

The maximum annual earnings on which compensation may be computed were increased from \$3,000 to \$4,000 in New Brunswick in 1957, and from \$2,700 to \$3,000 in Prince Edward Island in 1958. The ceiling on earnings under the Acts is now \$3,000 in four provinces; \$3,500 in one; \$4,000 in three others; and \$5,000 in two provinces (Ontario and Saskatchewan).

In 1958 the monthly allowance to a widow was raised from \$50 to \$65 in Manitoba. In New Brunswick, all widows' pensions which were being paid according to lower scales of benefits were raised to the current level of \$50 a month. Monthly benefits to children were increased in Prince Edward Island and Saskatchewan in 1957 and in Manitoba in 1958. In New Brunswick, provision was made in 1957 for payment of all children's allowances, regardless of the date of the accident, according to the present scale of benefits. In Ontario, the lump sum payment to a widow and the allowance granted for burial expenses were both raised from \$200 to \$300.

The Newfoundland Workmen's Compensation Board was authorized to spend up to \$25,000 in a year in providing disabled workmen with necessary academic and vocational training. In New Brunswick, the Board was empowered to spend up to \$50,000 in a year, instead of \$15,000, in rehabilitation of injured workmen.

The New Brunswick Board was given authority to make safety regulations for the industries of construction, demolition and excavation.

The pamphlet describes the collective liability system of workmen's compensation in effect in each of the Canadian provinces,

and discusses in some detail the main points of the legislation, including administration, coverage, waiting period, medical aid, rehabilitation and accident prevention.

Benefits payable to injured workmen or to their dependants in fatal cases are set out in the form of tables. A table of occupational diseases indicates the provinces in which each disease is compensated.

The bulletin is available in both English and French from the Queen's Printer at 25 cents a copy.

Textile Wage Index Rose 4.7 Per Cent in Year

The index of wages for the primary textiles industry rose 4.7 per cent between October 1956 and October 1957, according to the fifteenth of the annual series of reports on wages and hours, which has just been released. Prepared by the Economics and Research Branch of the Department, the bilingual report, entitled *Wages and Hours—Primary Textiles Industry 1957*, may be obtained free from the Queen's Printer.

The wage index numbers of each of the four divisions of the industry also rose during the period, the percentage increases being: cotton yarn and cloth, 3.2; woollen yarn and cloth, 6.4; hosiery and other knitted goods, 5.4; synthetic and silk textiles, 4.4. These increases were slightly larger than those shown in 1956, except in the cotton industry, where the rise was smaller.

The report contains tables which show average wages and numbers of workers for representative occupations in each of the four divisions of the industry for the whole country and for the main geographic regions. Average wages for Canada as a whole ranged from 76 cents an hour for female general labourers to \$2.03 for male round heel knitters, 60 gauge.

Another table shows that the standard work week was 40.7 hours in the cotton yarn and cloth division, 45.1 in woollen yard and cloth, 43.8 in hosiery and other knitted goods, and 44.3 hours in synthetic and silk textiles.

All U.S. Auto Firms Sign Similar Pacts with UAW

Three-year agreements with the United Automobile Workers signed early in October by General Motors Corporation and Chrysler Corporation in the United States, and by American Motors about two weeks later, were the same in their main provisions as the contract signed by the Ford Motor Company and the union in the middle of September (L.G., Oct., p. 1103).

manpower and labour relations

ECONOMICS AND RESEARCH BRANCH

REVIEW

Current Manpower Situation

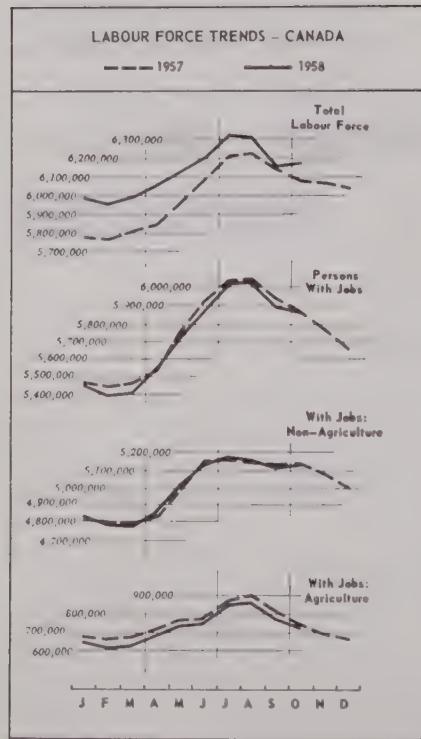
Employment has shown little change since the notable recovery of the early spring months. After adjustment for seasonal variation, the employment estimates have fluctuated since that time within a fairly narrow range. In October it was a little over 1 per cent above the March low, and a little less than 1 per cent below the 1957 peak.

The pause in the recovery of employment is partly attributable to temporary factors, many of which have been eliminated in recent weeks. By the end of October strike settlements had been achieved in the construction, steel and shipbuilding industries; logging in British Columbia resumed after an enforced shutdown of unusual length, and automobile production was fully under way after a series of interruptions. These developments, while not in themselves a strong stimulus to a general advance in employment, have cleared away some of the obstacles to further recovery.

The maintenance of employment levels in the past month or two has depended to a considerable extent on the increasing requirements of various service activities. Education and health services in particular have absorbed a considerably greater number of workers this autumn than they did in past years. The number employed in the service industry as a whole in October was estimated to be 1,312,000, almost 7 per cent greater than a year ago. In finance, insurance, real estate and public utilities employment was moderately higher than a year ago, but in all other industries it was down.

Residential construction increased again in October, raising the annual rate to a level not far short of the record achieved at the beginning of this year. In non-residential construction, activity was still well down from a year earlier although the decline appeared to have been halted. In the third quarter, the value of contracts awarded for both business and engineering projects showed an encouraging increase over last year, more than offsetting a decline in the value of industrial work. This fall, construction employment fell off more sharply than usual, partly as a result of labour disputes in Toronto and Vancouver. Hiring of a considerable number of workers followed strike settlements in these centres.

The situation in manufacturing also showed some improvement towards the end of October. Steel and shipbuilding workers were back at work following strike settlements although the strike continued at the International Nickel plants in Sudbury and Port Colborne. The automobile industry was at full-scale production following a temporary shutdown of General Motors plants caused by a shortage of imported parts. There were some further layoffs in



railway rolling stock, aircraft and ship-building, but production in most other sectors of manufacturing appeared to be stable or rising moderately.

Unemployment and less than full-time employment were still at a considerably higher level than last year. The number working less than a full week because of short time or turnover was estimated to be 75,000 in October, compared with 65,000 a year earlier. The number on temporary layoff was 16,000 (12,000 a year earlier) and those without jobs and seeking work numbered 313,000 (211,000 last year). The estimate of job seekers was 48 per cent greater than in the same period last year. Between August and October it rose by 12 per cent; last year the increase over this period was 20 per cent. In early November registrations at offices of the National Employment Service were increasing more slowly than last year although they were still at a considerably higher level.

A comparison between current National Employment Service data and those of a year ago reveals a greater number of registrations from both male and female workers, the increase in males being somewhat more pronounced. Among males, the increase was most marked in the 24-44 age group. Registrations of female workers increased most in the "under 20" age group, suggesting that new entrants to the labour force are experiencing difficulty in finding jobs.

Duration of claims for unemployment insurance lengthened moderately over the year. At the end of August, those claiming insurance for three months or more represented 31 per cent of all claimants, compared with 27 per cent a year ago. The number claiming for one month or less was 43 per cent of

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		Nov. 1 1958	Nov. 1 1957	Nov. 1 1958	Nov. 1 1957
	Nov. 1 1958	Nov. 1 1957	Nov. 1 1958	Nov. 1 1957	Nov. 1 1958	Nov. 1 1957	Nov. 1 1958	Nov. 1 1957
Metropolitan.....	1	1	5	4	6	7	—	—
Major Industrial.....	1	1	21	15	4	10	—	—
Major Agricultural.....	—	—	3	2	11	12	—	—
Minor.....	2	1	33	22	23	35	—	—
Total.....	4	3	62	43	44	64	—	—

* See inside back cover, October issue.

the total, compared with 47 per cent last year. Both male and female workers were claiming for longer periods, although here again the increase was more pronounced among male claimants.

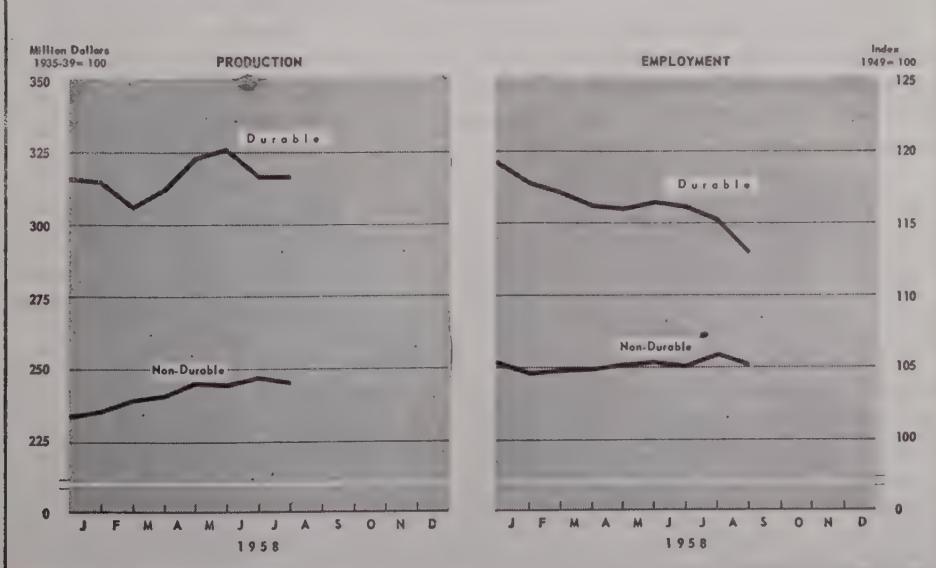
Recent Production and Employment Trends

The Canadian economy appears to have been marking time since mid-summer after making a fairly strong recovery earlier in the year. Industrial production, on a seasonally adjusted basis, increased from a low of 272.0 (1935-39=100) in December to 279.9 in June but edged down again in July and August. Non-farm employment (seasonally adjusted) expanded by 70,000 between February and July but by October it was only 44,000 above the February low. The recent decline in output and employment can be attributed to a large extent to industrial disputes which involved (directly or indirectly) upwards of 50,000 workers this fall.

Increases in production during the first half of the year have been fairly widely diffused. Moreover, some of the largest gains were recorded in industries which were hardest hit last year. Output of durable goods industries as a whole showed a rise of 6.2 per cent, after allowing for seasonal factors. Production of non-durables, which was less sharply curtailed during the business downturn, showed a more moderate rise. Mining production, seasonally adjusted, increased by 6.1 per cent from the November low, recovering about half of the earlier loss.

The over-all recovery was hampered by weaknesses in a number of key industries. Automobile plants have been operating at a relatively low level all year owing to reduced purchases of new motor vehicles; in the first nine months sales were 10 per cent lower than in the same period last year. Shipbuilding and railway rolling stock also showed production declines owing to reduced orders. Most other durable goods industries fared relatively well.

PRODUCTION AND EMPLOYMENT IN MANUFACTURING
(Seasonally Adjusted)



Electrical apparatus, household furnishings and building materials showed a noticeable improvement, partly because of the stimulus provided by a record rate of house-building.

Output of non-durables has increased fairly steadily since the January low, although the over-all gain was rather modest. In August, the index stood at 246.3, which was 3 per cent below the 1957 peak. The improvement extended across a broad front, with paper products, textiles, chemicals, food and beverages showing gains.

Buying power was maintained at a fairly high level throughout the recent business decline and has shown additional strength during recent months. Apart from a moderate drop in the first quarter of 1957 personal disposable income has either advanced or held steady since the beginning of the business downturn. Purchasing at the retail level has generally failed to keep pace with the expansion of income, though the current rate of spending is higher than a year ago. Retail sales (seasonally adjusted) registered marked increases between July and August after moving irregularly in the first half of the year. The largest gain occurred in the grocery and combination stores, partly a reflection of higher food prices.

Employment expansion this year (after allowing for seasonal factors) was centered mainly in the service and distributive industries. In the goods-producing industries employment has either continued to decline or has levelled off since the beginning of the year. This tendency for manufacturing employment to lag behind production is typical of the early stages of recovery. Reductions in part-time work and increased hours of work normally precede requirements for additional help. Thus, average hours worked in manufacturing (seasonally adjusted) increased from a low of 39.6 in November 1957 to 40.4 in August 1958.

Currently, most elements of demand appear to be strengthening. The major exception is investment in machinery and equipment, which has dropped very sharply from the high level of the past two years. While domestic manufacturers have borne only part of the burden of this decline (most of the impact having fallen on imports) the effect has nevertheless been considerable, particularly in the manufacture of machinery and other iron and steel products.

Other sources of demand have strengthened. A substantial reduction in inventories of manufactured goods has already taken place, so that new orders are now more likely to result in increased production. At the retail level the stock-sales ratio is lower than last year, though still somewhat higher than in 1956.

Potential buying power has expanded over the past year. From the second quarter of 1957 to the second quarter of 1958 consumer expenditures (after allowing for an increase in prices) increased by only about 1 per cent, while real disposable personal income rose by 6 per cent. This development, together with the net reduction that has taken place in consumer debt, clears the way for an increase in consumer buying.

Government action provides a third major source of strength in the current situation. In the current fiscal year, total expenditure on goods and services by all three levels of government is expected to be about 7 per cent greater than last year. The largest part of the increase is at the provincial and municipal levels. The net increase in the direct demands of the federal Government may be close to 4 per cent. To a far greater extent, the stimulus of federal government action lies in loans and other transfers of funds, such as the substantial support that has been given to housing.

Current Labour Statistics

(Latest available statistics as of November 10, 1958; subject to revision)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a).....	Oct. 18	6,177,000	+ 0.3	+ 1.4
Total persons with jobs.....	Oct. 18	5,864,000	- 0.4	- 0.3
At work 35 hours or more.....	Oct. 18	3,477,000(d)	- 32.3	- 0.4
At work less than 35 hours.....	Oct. 18	2,197,000(d)	+ 291.6	+ 3.2
With jobs but not at work.....	Oct. 18	190,000	0.0	- 26.9
With jobs but on short time.....	Oct. 18	47,000	- 11.3	+ 20.5
On temporary layoff for the full week.....	Oct. 18	16,000	+ 14.3	+ 33.3
Persons without jobs and seeking work.....	Oct. 18	313,000	+ 15.5	+ 48.3
Persons with jobs in agriculture.....	Oct. 18	729,000	- 5.8	- 1.9
Persons with jobs in non-agriculture.....	Oct. 18	5,135,000	+ 0.4	0.0
Total paid workers.....	Oct. 18	4,692,000	- 0.3	+ 0.2
Registered for work, NES (b)				
Atlantic.....	Oct. 16	33,100	- 2.4	+ 10.3
Quebec.....	Oct. 16	102,400	+ 4.5	+ 38.2
Ontario.....	Oct. 16	124,400	+ 4.8	+ 15.1
Prairie.....	Oct. 16	38,800	+ 11.8	+ 28.5
Pacific.....	Oct. 16	43,800	+ 4.8	+ 20.7
Total, all regions.....	Oct. 16	342,500	+ 4.7	+ 22.9
Claimants for Unemployment Insurance benefit.....	Oct. 1	282,587	- 4.1	+ 24.7
Amount of benefit payments.....	September	\$19,854,067	+ 1.9	+ 43.8
Industrial employment (1949 = 100).....	Sept. 1	121.5	- 0.4	- 4.8
Manufacturing employment (1949 = 100).....	Sept. 1	111.3	- 0.5	- 6.1
Immigration.....	1st. 6 mos.	67,744	—	- 62.9 (c)
Destined to the labour force.....	1st. 6 mos.	35,742	—	- 65.8 (c)
Conciliation Services				
Number of cases in progress.....	August	894	- 9.5	—
Number of workers involved.....	August	225,692	- 35.8	—
Strikes and Lockouts				
No. of strikes.....	October	48	—	- 1.8 (c)
No. of workers involved.....	October	40,037	—	+ 14.6
No. of days lost.....	October	828,890	—	+ 74.6
Earnings and Income				
Average weekly wages and salaries.....	Sept. 1	\$70.72	- 0.1	+ 3.3
Average hourly earnings (mfg.).....	Sept. 1	\$1.64	- 1.0	+ 2.9
Average hours worked per week (mfg.).....	Sept. 1	40.6	+ 0.7	0.0
Average weekly earnings (mfg.).....	Sept. 1	\$66.67	- 0.3	+ 2.9
Consumer price index (av. 1949 = 100).....	Oct. 1	126.0	+ 0.3	+ 2.1
Real weekly earnings (mfg. av. 1949 = 100)....	Sept. 1	127.2	- 0.6	+ 1.0
Total labour income.....	September	\$000,000	1,404	+ 13.0
Industrial Production				
Total (average 1935-39 = 100).....	September	288.2	+ 3.4	- 1.3
Manufacturing.....	September	278.1	+ 1.5	- 2.5
Durables.....	September	307.1	+ 0.9	- 4.4
Non-Durables.....	September	259.6	+ 1.9	- 1.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October issue.

(b) See inside back cover, October issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(d) Due to Thanksgiving Day being in the survey week.

Labour-Management Relations

At mid-November collective bargaining was underway in many industries throughout the country, including pulp and paper, building construction, aircraft and public utilities. Significant settlements were reached in the steel industry in Hamilton and Sault Ste. Marie. The time loss caused by strikes and lockouts in the four-week period ending in mid-October was substantially higher than in the previous four-week period, but in recent weeks strike activity has again diminished.

Agreements in the steel industry, covering 16,000 workers, highlighted the bargaining scene. A three-year contract with the Algoma Steel Corporation was signed early in November in Sault Ste. Marie, followed by a contract of similar duration with the Steel Company of Canada in Hamilton, which terminated a strike lasting three months.

Important settlements also took place in the shipbuilding, construction and pulp and paper industries. Agreements were reached covering some 7,500 workers in the pulp and paper industry in Ontario and Quebec. The work stoppage affecting approximately 15,000 construction workers, precipitated by a dispute between the Toronto Builders' Exchange and the Plasterers and Cement Masons Union, ended on November 3 and at the same time a three-year contract was signed between the Exchange and the carpenters' union. Agreement with the plasterers was reached on November 6. After lengthy conciliation, a two-year agreement was signed between the City of Toronto and some 2,400 municipal employees. In Quebec, a strike involving 1,500 shipbuilders was ended with the signing of a 2½-year contract with Davie Shipbuilding Limited.

General Wage Changes

No general wage increases in the period October 1, 1957 to September 30, 1958 were reported by 52 per cent of the 989 establishments that responded to the department's semi-annual wage change survey.* This represents a considerable rise in the percentage reporting no increase during the past two years.

The table below shows that the trend this year has been towards fewer wage increases in all the ranges shown except in the "less than 5 cents" group.

The term "general increase" means those affecting more than 50 per cent of an establishment's non-office employees.

GENERAL WAGE RATE CHANGES, 1957-1958

General Wage Rate Changes in Cents per Hour	Per Cent of Establishments		
	Oct. 1, 1955 to Sept. 30, 1956	Oct. 1, 1956 to Sept. 30, 1957	Oct. 1, 1957 to Sept. 30, 1958
Total (989 establishments).....	100	100	100
No general increase.....	39	34	52
General increase.....	61	66	48
Less than 5 cents.....	10	9	10
5 cents.....	9	7	7
5.1-9.9 cents.....	19	26	18
10 cents.....	5	7	3
10.1-14.9 cents.....	11	9	6
15 cents and over.....	7	8	4

* Every six months the Economics and Research Branch of the Department of Labour surveys approximately 1,000 manufacturing and non-manufacturing establishments of varying size, not all of which have collective agreements. The results of this survey should be distinguished from those of recent agreement settlements that were published last month. (L.G., Oct., p. 1090).

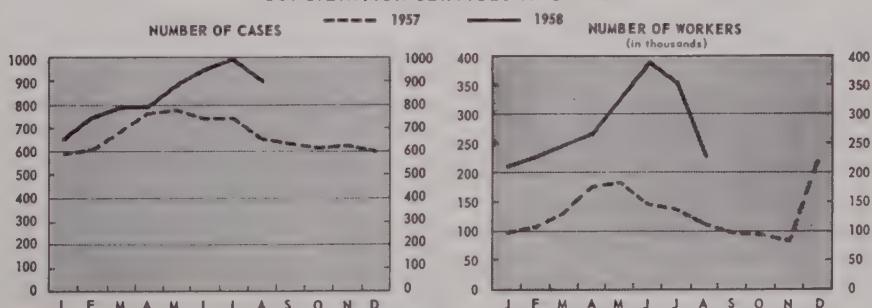
THE BARGAINING SCENE NOVEMBER 15, 1958

Bargaining Units of 1,000 or More Employees

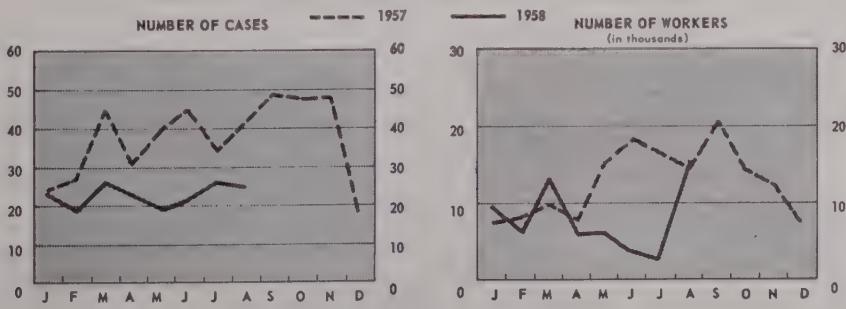
October 1, 1958 to December 15, 1958

	Agreements	Workers
In Negotiations and Terminating in Period	89	402,959
Bargaining carried over from August	64	354,522
Terminating in period Oct. 1-Dec. 31	25	48,437
Settlements Achieved Oct. 15-Nov. 15	11	32,143
Negotiations Continuing at Nov. 15	69	357,281
Bargaining in progress	36	121,005
Conciliation in progress	22	70,323
Post Conciliation	4	141,003
Work Stoppage	3	16,374
Arbitration	4	8,574
Negotiations not yet begun	10	13,536

CONCILIATION SERVICES IN CANADA



WORK STOPPAGES ARISING FROM INDUSTRIAL DISPUTES



Bargaining Status of Major Agreements Reviewed, November 15, 1958

NOTE: n = negotiating. c = conciliation. W/S = work stoppage. B = bargaining.
P/C = post conciliation. Brackets indicate information not confirmed.

Company and Location	Union	Status	
		Oct. 15-Nov. 15	
Abitibi Power, Ontario.....	Carpenters	c	c
Anglo-Nfld. Development, Grand Falls.....	4 paper mill unions	c	c
Anglo-Nfld. Development, Grand Falls.....	Woodworkers	c	(c)
Avro Aircraft, Malton.....	Machinists	—	B
Bowaters Pulp & Paper, Corner Brook.....	4 Paper Mill Union	c	c
CBC, Canada.....	NABET (Broadcasting)	c	c
Canada Paper Co. Ltd., Windsor Mills, Que.....	La Fed Nat des Trav de la Pulpe et du Papier Inc.	—	B
The Canadian Lithographers Assoc'n Inc. Eastern Canada.....	Lithographers	n	n
Canadian Vickers, Montreal.....	Various craft unions	n	n
Canadian Vickers, Montreal.....	Syndicate (CCCL)	—	B
Canadian Westinghouse, Hamilton.....	United Electric Wkrs.	c	(c)
Canadair, Malton.....	Machinists	n	n
Chrysler Corp., Windsor.....	Automobile Wkrs.	c	c
Dominion Coal Co. Ltd., Nova Scotia.....	United Mine Wkrs.	—	B
Dominion Textiles, Montreal.....	Syndicate (CCCL)	c	c
Eastern Car Co. Ltd., Trenton, N.S.....	United Steelworkers No. 1231	—	B
E. B. Eddy, Hull and Ottawa.....	3 paper mill unions	c	B
Edmonton Labour Bureau, Edmonton.....	Plumbers No. 488	—	W/S
General Motors, Ontario.....	Automobile Wkrs.	c	(c)
Great Lakes Paper Co. Ltd., Fort William.....	Paper mill unions	—	B
Hollinger Consolidated, Timmins.....	Steelworkers	P/C	P/C
Ont. Hydro-Electric Power Commission.....	Hydro Empl. Assoc. NUPSE	—	P/C
Imperial Tobacco, Que.....	Tobacco Workers	n	B
John Inglis & Co. Ltd., Toronto.....	United Steelworkers	—	B
International Nickel Co., Port Colborne.....	Mine, Mill Wkrs.	W/S	W/S
International Nickel Co., Sudbury.....	Mine, Mill Wkrs.	W/S	W/S
Lakehead Terminal Elevators Assoc'n, Port Arthur, etc.....	Railway and Steamship Clerks No. 650	—	B
Marine Industries, Sorel.....	Syndicate (CCCL)	c	(c)
Massey-Harris-Ferguson, Ontario.....	Automobile Wkrs.	c	c
McIntyre Porcupine Mines, Schumacher Porcupine.....	Mine Workers	c	c
Montreal Cottons, Valleyfield.....	UTW (Textile Wkrs.)	c	c
Motor Transport Ind. Rel. Bureau, Hamilton.....	Teamsters	c	c
Motor Transport Ind. Rel. Bureau, Toronto.....	Teamsters	(c)	c
Old Sydney Collieries Ltd., Nova Scotia.....	United Mine Wkrs.	—	B
Ontario Hydro Commission, Toronto.....	NUPSE	c	c
Orenda Engines Ltd., Malton.....	Machinists No. 1922	—	B
Polymer Corp., Sarnia.....	Oil, Chemical Wkrs.	c	c
Province of Saskatchewan, Saskatchewan.....	United Civil Servants of Canada	n	(c)
Provincial Govt. Saskatchewan.....	Sask. Civil Service Assoc.	n	n
Provincial Transport Co., P.Q.....	Railway Engineers	n	B
Royal York Hotel, Toronto.....	Hotel Employees	n	B
Shipping Federation of Canada, Saint John	Inter. Longshoremen's Assoc'n. No. 273	—	B
The Shipping Federation of Canada, Halifax.....	Inter. Longshoremen's Assoc'n. No. 269	—	
The Shipping Federation of Canada Inc., Montreal.....	Inter. Longshoremen's Assoc'n. No. 375	—	B
S. Interio Lumberman's Assn., Southern B.C.....	Woodworkers	P/C	P/C
Steel Co. of Canada Ltd., Montreal.....	Steelworkers No. 1195	—	c
Toronto General Hospital, Toronto.....	Bldg. Service Employees No. 204	—	B
Trucking Assn., Montreal.....	Teamsters	c	(c)
Vancouver City of, Vancouver.....	Civic Employees Union (Outside)	—	
Various Moving and Storage Cos., B.C.....	Teamsters No. 31	—	B

Manpower Situation in Local Areas

ATLANTIC

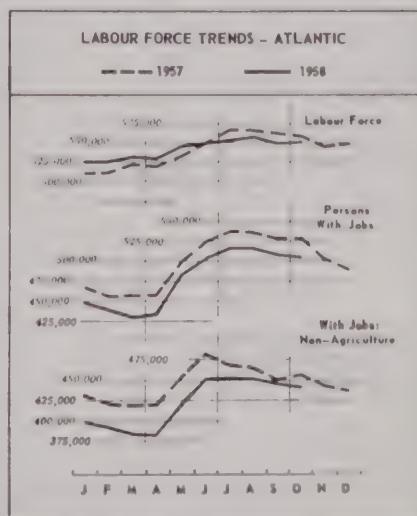
Total employment changed very little in the Atlantic region during October. At October 18, the number of persons with jobs was estimated at 505,000, some 3,000 fewer than in the previous month and 24,000 fewer than in the previous year. The construction industry showed further improvement, helping to offset layoffs in fishing and food processing. Bad weather was reported to have hampered the fishing industry; most canneries were operating on a reduced scale. A smaller than average potato crop was harvested during the month, providing temporary jobs for students, housewives and other seasonal workers. Forestry employment increased moderately in October but remained lower than last year. Coal mines in the Sydney area operated steadily after experiencing a series of shutdowns; but the Springhill Colliery, which was the scene of the recent mine disaster, remained closed.

Current employment trends in manufacturing show little conformity among the four provinces in the region. In New Brunswick and Prince Edward Island total manufacturing employment, on a seasonally adjusted basis, has been rising since early in the summer. Nova Scotia and Newfoundland, on the other hand, have recorded a considerable decline in employment during recent months; in September the year-to-year losses amounted to 6 per cent and 4 per cent respectively.

In New Brunswick the upturn in manufacturing employment was fairly widely diffused. Increases were registered in sawmilling, wood and paper products and foods. Weaknesses persisted in transportation equipment. Total manufacturing employment in the province showed an advance of 5.8 per cent since the low point in March, after allowing for seasonal factors, and was fractionally higher than a year ago.

Manufacturing is of less relative importance in Prince Edward Island than in other parts of the region. Nevertheless, the expansion which has taken place in this province over the past year is significant. The number of workers employed in manufacturing in September was estimated to be about 300 higher than in the same month last year.

In Nova Scotia the declining trend of employment in manufacturing has been shared by virtually all industries. Iron and steel production showed more stability during recent months than earlier this year but was still lower than last year. Shipbuilding and railway rolling stock, which figured prominently in the decline earlier in the year, showed a slight improvement in recent months. Total manufacturing employment (seasonally adjusted) declined by about 7 per cent between January and September, and almost 10 per cent during the past year.



CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER 1, 1958

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
		Group 1	Group 2	Group 3
		WINDSOR	Hamilton Montreal Quebec-Lewis St. John's Vancouver-New Westminster	Calgary Edmonton Halifax Ottawa-Hull Toronto Winnipeg
METROPOLITAN AREAS (labour force 75,000 or more)	CORNER BROOK	Brantford Cornwall Farnham-Granby Ft. William-Pt. Arthur Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sudbury Sydney	Guelph Kingston Kitchener London	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	TIMMINS-KIRKLAND LAKE	Trois Rivieres Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	BARRIE CHATHAM Thetford Mines-Megantic-St. Georges	Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton		
Sorel ST. STEPHEN	BATHURST Beauharnois BELLEVILLE TRENTON BRACEBRIDGE Bridgewater Campbellton Central Vancouver Island Chilliwack DAUPHIN Dawson Creek Drummondville Fredericton Gaspé Grand Falls Lindsay Newcastle NORTH BAY OKANAGAN VALLEY Owen Sound Pembroke PORTAGE LA PRAIRIE Prince George Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean Sault Ste. Marie TRURO Valleyfield Victoriaville Woodstock, N.B. YARMOUTH	Brampton Cranbrook Drumheller Edmundston Galt Goderich Kamloops Kentville Kitimat Lachute-St. Therese Listowel Medicine Hat Montmagny St. Hyacinthe St. Thomas Simcoe Stratford Summerside Swift Current Trail-Nelson Walkerton Weyburn Woodstock-Ingersoll		
MINOR AREAS (labour force 10,000-25,000)				

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For explanation of classification system, see inside back cover, October issue.

Employment losses in manufacturing have been relatively modest in Newfoundland since the beginning of the year. In September total manufacturing employment (seasonally adjusted) was only about 12 per cent lower than in January. Staff reductions in pulp and paper mills were mainly responsible for the initial downturn in employment in this province. This sector of manufacturing has shown more stability during recent months though at a much lower level than last year. In September employment in pulp and paper manufacturing was almost one-fifth lower than last year.

Five of the 21 areas in the region were reclassified during the month, three from balance to the moderate surplus category and two from moderate surplus to the substantial surplus category. At November 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 2 (1); in moderate surplus, 14 (15); in balance, 5 (5).

Local Area Developments

Halifax (metropolitan) remained in Group 3. Construction employment showed a further increase in this area as several new projects were initiated during the month. Manufacturing employment continued to show a year-to-year decline owing to reduced activity in the heavy industries. Clothing and confectionery plants were operating at peak production. The logging industry was very quiet during the month as the summer cut was virtually completed.

St. John's (metropolitan) remained in Group 2. Total employment changed very little in this area as some of the major industries showed conflicting trends. Construction activity advanced sharply and for the first time this year a shortage of bricklayers was reported. The fishing industry was hampered by bad weather and a shortage of bait so that the processing plants were very slack. Total landings of fish in Newfoundland showed a 27 per cent year-to-year decline in September. A temporary shutdown occurred at the Wabana Ore Mines in Belle Island during October, resulting in the layoff for one week of 1,400 workers. This mine has been operating at reduced capacity for several months, largely because of a decline in orders from the Dominion Steel Plant at Sydney. Total employment in the St. John's area was virtually the same during October as a year ago.

Corner Brook (major industrial) was reclassified from Group 2 to Group 1. Forestry employment declined during the month, reaching a much lower level than last year. Pulpwood requirements at Bowaters Pulp and Paper Mills have been smaller than usual this year owing to the fact that the mills have been operating only five days a week. An increase in institutional building was reported in this area during October, which maintained construction employment at a fairly high level.

Truro and **Bathurst** (minor) were reclassified from Group 3 to Group 2.

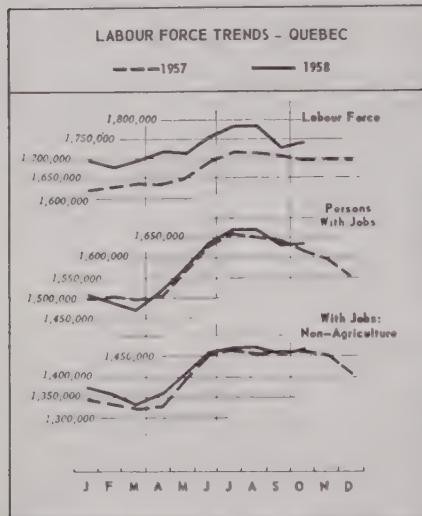
St. Stephen (minor) was reclassified from Group 2 to Group 1.

QUEBEC

In the week ended October 18, the number of persons with jobs in the Quebec region was estimated at 1,635,000, some 5,000 more than the previous month and 15,000 more than in the previous year. The labour force increased more than usual for this time of year and recorded a year-to-year gain of 2.9 per cent. The construction industry remained active, reflecting the high level of housebuilding, though road building declined in some areas. Pulpwood

logging employment continued to rise though somewhat more slowly than it did in September. Manufacturing

employment declined moderately during the month owing to layoffs in shipbuilding and railway rolling stock. Food processing and meat packing plants were busy but staff reductions occurred in the paper products industry.



June and September. The reduction in total industrial employment was somewhat more moderate.

At November 1, the area classification was the same as a month earlier (last year's figures in brackets): in substantial surplus, 1 (1); in moderate surplus, 19 (13); in balance, 4 (10).

Local Area Developments

Montreal (metropolitan) remained in Group 2. Weaknesses persisted in several parts of manufacturing so that total industrial employment was still lower than in October last year. Aircraft and aircraft parts, railway rolling stock and iron and steel products accounted for most of the 7-per-cent drop in manufacturing employment over a year ago. Textiles, clothing, food products and the electrical goods industries showed moderate year-to-year employment decreases in output and employment. Construction employment declined moderately during September and October as some of the larger industrial projects were completed. Housebuilding and road construction showed continuing strength.

Quebec-Levis (metropolitan) remained in Group 2. Employment in the area was about 7 per cent lower in September than in the previous year, largely because of reduced activity in manufacturing and logging. At mid-October some 11,000 men were cutting pulpwood in the St. Maurice region compared with 12,000 at the same time last year. The shipbuilding industry had been hampered by a nine-week labour dispute which was settled in October.

ONTARIO

Employment in Ontario declined during the month. The number of persons with jobs at October 18 was estimated at 2,166,000, a decline of 15,000 from the previous month and of 20,000 from the previous year. The month-to-month decline was entirely due to agriculture. Unemployment increased during the month.

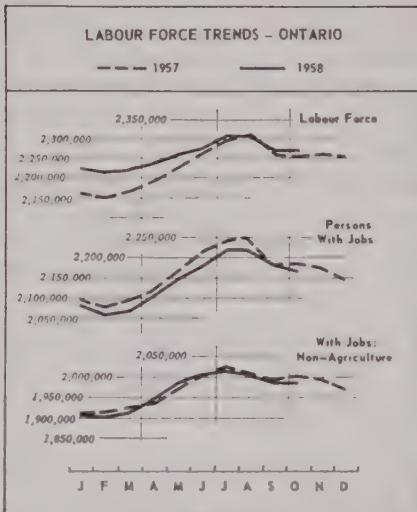
Economic activity in the region was retarded by the effect of strikes in Hamilton, Sudbury and Toronto, which involved more than 40,000 workers, and by work stoppages in the United States, which temporarily interrupted the supply of some automotive parts to Canada. As a result, total non-farm employment remained at about the level of the previous month. However, the settlement of the labour-management disputes in Hamilton and Toronto at the beginning of November removed an obstacle to the resumption of normal activity.

Various manufacturing industries were affected by shortages of materials which resulted in extensive temporary layoffs. In addition, seasonal layoffs took place in canning and food processing. The automobile industry, which had made a promising start on the production of the new car models, received a temporary setback as a result of work stoppages in the industry in the U.S. This caused temporary plant shutdowns at Oshawa and Windsor and layoffs in the motor vehicle and parts supply industries involving about 10,000 workers. As a result, motor vehicle production in October was much below the monthly average for the year. By the end of October, supplies from the United States began to flow again, and the motor vehicle industry was expected to resume normal production in November. Some durable goods industries began to show the effect of steel shortages, although conditions in this industry varied. Activity in the agricultural implements industry remained at a high level, as it did in the radio and television industry. Layoffs and a short-week work pattern continued in the textile industry. The construction industry, which had shown signs of slowdown in September, reversed its trend during October, due particularly to residential construction. The number of housing units started in major centres during the month rose sharply, bringing total starts near the record month of this year. Employment in forestry continued to decline, in contrast to the improvement usual at this season.

Seven of the 34 areas in the region were reclassified during the month, all to categories indicating higher unemployment. At November 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (1); in moderate surplus, 18 (10); in balance, 15 (23).

Local Area Developments

Metropolitan Areas where classification unchanged: *Hamilton* (Group 2). Total employment showed little change during the month but was lower than a year ago. New hirings were reported in the automobile, farm implements, and rubber products industries. A large textile plant discontinued operations, laying off about 500 workers. *Ottawa-Hull* (Group 3). Most industries operated at a high level, and total employment was higher than last year. Forestry operations got underway at a reduced level. *Toronto* (Group 3). The employment situation showed little change from last month



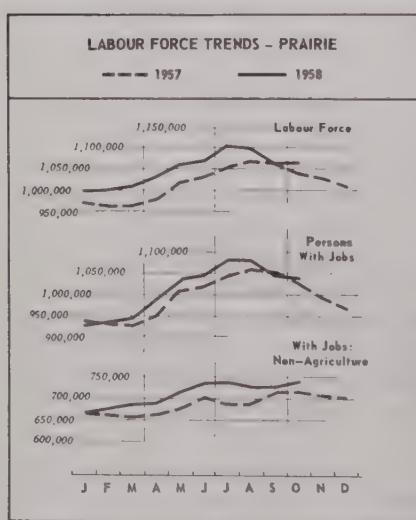
or from last year. In manufacturing, production and sales were generally maintained at the improved level of last month. Steel shortages caused temporary layoffs in some parts of the iron and steel industry. The settlement of the dispute in the construction industry at the beginning of November resulted in a substantial amount of rehiring in the industry.

Windsor (metropolitan) was reclassified from Group 2 to Group 1. Employment showed a seasonal decline, the result of seasonal layoffs in agriculture and food processing, and was much lower than a year earlier. The automobile strike in the United States resulted in a temporary shutdown of the General Motors plant. The construction industry showed signs of weakening.

Timmins-Kirkland Lake (major industrial) was reclassified from Group 3 to Group 2. Termination of the pipeline construction in the area and a seasonal decline in activity in sawmills were mainly responsible for the reclassification.

Major Agricultural Areas reclassified from Group 3 to Group 2: *Barrie* and *Chatham*: Seasonal decline in agricultural activity and termination of seasonal operations in the canning and food processing industry resulted in the reclassification of both areas.

PRAIRIE



Employment in the Prairie region declined during the month. Persons with jobs at October 18 were estimated at 1,041,000, some 6,000 fewer than the previous month but 17,000 more than a year earlier. Unemployment increased moderately during the month but was relatively lower than in any other region. Agricultural employment dropped seasonally by 19,000 from the previous month and by 11,000 from the previous year, whereas non-agricultural employment rose by 13,000 over the month and by 28,000 over the year.

The notable increase in non-agricultural employment was due in large measure to an unprecedented rise in construction, particularly home construction.

The number of houses started in larger centres during the month rose sharply from a month earlier and was almost three times as high as a year ago. Total manufacturing employment showed considerable strength during the month although some weaknesses appeared in iron and steel and transportation equipment. Small seasonal layoffs occurred in the clothing industry, which has completed the fall and winter production. Forestry operations are gradually getting underway, and employment in forestry showed seasonal increases in most areas. The transportation industry showed little change; minor layoffs of railway crews were offset by recalls from grain elevators, which showed a considerable increase in activity. Employment in trade and finance remained steady. The service industries showed the usual seasonal decline in employment.

Only two minor areas out of the 20 labour market areas in the region were reclassified, both from the balance to the moderate surplus category. At November 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 4 (0); in balance, 16 (20).

Local Area Developments

Calgary (metropolitan) remained in Group 3. Employment showed little change from the high level of the previous month and remained slightly lower than a year ago. Unemployment increased slightly over the month. The high level of employment was due mainly to construction, in which employment was the highest in years. Activity in the iron and steel industry was unchanged from the previous month. There were reported shortages of skilled construction workers and of certain types of technicians and mechanics.

Edmonton (metropolitan) remained in Group 3. Employment changed little over the month and was only slightly below last year's level. Construction activity, aided by exceptionally mild weather, continued buoyant. In manufacturing, full production generally prevailed, with the exception of iron and steel, oil refining, sawmills and aircraft repairs, which showed a decline in activity.

Winnipeg (metropolitan) remained in Group 3. Unemployment increased seasonally during the month, but labour demand was higher than a year earlier. The increase in unemployment was due mainly to a seasonal decline in the clothing industry and in agriculture. Most manufacturing industries remained steady. Construction remained very active, with a resulting shortage of bricklayers and plasterers.

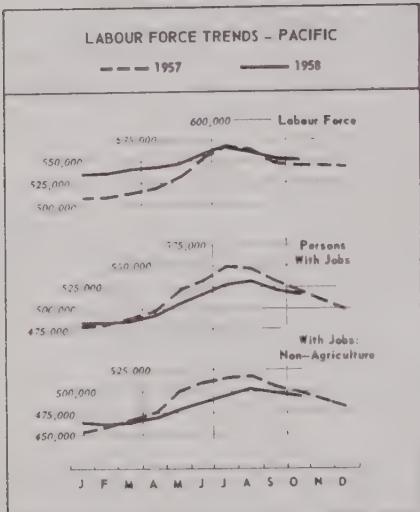
Fort William-Port Arthur (major industrial) remained in Group 2. Employment declined during the month and was lower than a year earlier. Activity in the woods was slowing down. Grain elevators have increased their activity, recalling a number of workers. Employment at the Canadian Car Company continued to decline because of lack of orders; since June, about 400 workers have been gradually laid off.

PACIFIC

In spite of a seasonal downturn in employment, business conditions in the Pacific region in October were more buoyant than at any time this year. The improvement stems principally from the settlement of industrial disputes in September, and the resumption of logging operations after a prolonged shutdown due to fire restrictions. Seasonal layoffs in food processing and tourist establishments were offset to a considerable extent by rehiring in logging and construction.

The number of persons with jobs has been estimated to be 517,000 in mid-October, a drop of 5,000 from September. This represents a less-than-seasonal decline. The gap between this year and the year earlier narrowed to 4,000 from 20,000 this summer.

The strength of the lumber market has been one of the main factors in the improved employment picture. Shipments have increased this year to all markets, with gains of close to 20 per cent to the United States and the



United Kingdom. Steady hiring was in progress during October in virtually all logging areas.

Labour demand was also strengthened by the record level of housebuilding and the renewed upswing in commercial and industrial building activity in Vancouver following the strike settlement in September. Incomes of the region were boosted by the record sockeye salmon run, which made the value of fish landings this September \$6.5 million better than in September 1957.

Non-seasonal gains in construction and logging were offset to some extent by reduced labour requirements in shipbuilding. During recent months shipyards have been releasing staff fairly

steadily and at latest report employment in the industry was down 19 per cent from a year ago. The new navy shipbuilding program recently announced by the Government apparently will have little employment effect before next summer.

Unemployment in the region rose moderately during the month, increases in the northern and interior areas being partly offset by declines in the logging areas of Vancouver Island. The classification of the 11 labour market areas in the region on November 1 was as follows (last year's figures in brackets): in moderate surplus, 7 (5); in balance, 4 (6).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 2. The prolonged dispute in the construction industry left a considerable backlog of work. Rehiring of construction workers and the movement of logging crews to out-of-town points offset layoffs in other industries. Wholesale firms report heavy sales, indicating an optimistic outlook by retailers. Unemployment, which usually rises at this time of year, remained unchanged during the month.

Victoria (major industrial) remained in Group 2. Unemployment increased moderately, chiefly as a result of slackening production in shipyards and industrial machinery plants.

Okanagan Valley (minor) was reclassified from Group 3 to Group 2. Heavy seasonal layoffs followed the completion of fruit harvesting. As in most interior areas, the increase in unemployment was smaller than expected, owing to the strong demand for logging labour.

Successful Rehabilitation—XII

Twelfth in a series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

This is the twelfth in a series of articles illustrating that when a community co-operates in the treatment, training, guidance and placement of a disabled person, he can often meet all the essential requirements of a job. It was written by Leslie C. Morrison, Pacific Regional Public Relations Officer, Unemployment Insurance Commission.

Since the Second World War, the treatment and care of persons physically handicapped through injury or disease has progressed with tremendous strides. But it is not the medical profession's responsibility to train and counsel the disabled person for suitable employment. This has to be undertaken by other agencies and services in the community, of which an important one is the Special Placements Division of the National Employment Service.

One typical example of the success of this community co-ordination on behalf of Canada's disabled is the case of young Peter Coleman of Victoria, B.C. Peter was in his last year at high school when, at the age of only 16 years, he was smitten with polio, which left him completely paralyzed from the waist down.

Peter's doctor took more than a clinical interest in his case and, through the physiotherapy department of the Jubilee hospital, arranged for him to enter the G. F. Strong Rehabilitation Centre in Vancouver for an extended course in remedial and vocational training.

At the Centre, this wheelchair patient soon learned to do a great many things for himself that previously he had never thought possible. He was also encouraged to build up confidence in his remaining abilities and to realize that, despite his physical handicap, he could still live a useful and productive life.

Evidence that this rehabilitation training was successful is shown by the fact that, shortly after "graduating" from the Centre, Peter obtained a job as despatcher with a Victoria taxi company. This was only a temporary position, however, and when it came to an end, he applied for another job at the local office of the National Employment Service.

Referred to the Special Placements Division, Peter was given expert counselling. It was pointed out to him that, while taxi despatching and similar non-productive employment offered a certain degree of finan-

cial security, he should set his sights on obtaining a position calling for a little more initiative and talent and which, in addition, would pay him a better salary.

As a result of this interview, Peter decided to return to high school and study for his junior matriculation. And, as he had shown an aptitude for office work, he was further advised to take a clerical course.

He passed both the matriculation examination and clerical course successfully, and again reported to the National Employment Service.

The Special Placements Officer personally recommended him to the personnel officer of H.M.C. Dockyard in Esquimalt, where a vacancy for a clerk existed in the audit department of the treasury branch. The personnel officer was impressed with Peter's employment potential and suggested he make application for the position through the federal Civil Service Commission. This the young man did, and there was no happier person when he was informed later that he was the successful candidate.

Peter was fortunate in that his immediate supervisor, R. M. Anderson, District Treasury Officer, had had previous experience with physically handicapped personnel on his staff when he occupied a similar position with the Department of National Defence in London, Ont., and knew, from this experience, that given the opportunity and right sort of job, a disabled employee can perform his duties just as efficiently as a non-handicapped worker. Consequently, he took a special interest in his new employee.

One of the first things Mr. Anderson did was to have a portable ramp made so that Peter could safely navigate his wheelchair over a steep step at the rear of the building. Next, he arranged with the Navy to bulldoze a special, private car parking space for him, conveniently located only a few feet from the rear entrance.

Peter has been with the treasury department for nearly 18 months and, according to his supervisor, is doing a most excellent job; his attendance record is outstanding.

"He is gradually assuming more serious responsibilities," Mr. Anderson stated in a recent interview, "and I am confident, if he continues his studies and work enthusiasm, that he will go a long way in the Civil Service."

U.S. Group Urges Expansion of Training Programs for Disabled

National Planning Association says programs should be accompanied by job placement programs and also by adequate follow-up procedures

Enlargement of existing federal, state and local government programs to provide suitable employment opportunities for the disabled, and to aid voluntary private efforts of this kind, has been urged by the National Planning Association. This organization was established in the United States in 1934 as "a non-profit, non-political organization devoted to planning by Americans in agriculture, business, labour and the professions".

Training programs for handicapped persons should be increased, the Association asserts, and the programs should be accompanied not only by job placement programs but also by adequate follow-up procedures to see whether handicapped employees stay employed.

Employers, private organizations, universities, and government agencies are urged by the Association to undertake more research on factors involved in employing handicapped persons. In this way they will be able to learn more about training and placement procedures and how successful they are in assuring that the disabled employee can hold his job.

* * *

Under the state-federal program of vocational rehabilitation in the United States, nearly 90,000 women have been rehabilitated in the past four years, more than a third of all persons rehabilitated through this program. About 70 per cent of the women rehabilitated through the program become wage-earners; most of the others are homemakers, responsible for the care of their homes and children.

These are some of the facts revealed in a new pamphlet, "Help for Handicapped Women," published by the U.S. Department of Labor's Women's Bureau, in co-ordination with the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare.

As a result of vocational rehabilitation many handicapped women are able to enter occupations where there is a serious shortage of trained workers, the pamphlet states. More than 1,000 of the 23,000 women rehabilitated in 1956 were professional or technical workers. Clerical employment attracted nearly 5,000 of the women rehabilitated that year.

The recession in the United States this year has made it difficult to find employment for all persons but the physically handicapped did not experience any more difficulty in finding employment than the non-handicapped, reports Dr. Howard A. Rusk in an article in the *New York Times*.

The decline in the job placement of physically handicapped during the first seven months of 1958—133,982 placements compared with 165,645 in the same period last year—was in about the same ratio as that of all registrations; total placements declined to 2,758,801 from 3,320,678.

Personnel Notes

Dr. Albiny Paquette has retired after 14 consecutive years as Minister of Health for Quebec Province.

After 23 years as Managing Director of the Society for Crippled Civilians at Toronto, B. E. Parks has retired. He was succeeded by George B. Smith.

Dr. Bruce H. Young has been appointed Medical Director of the Frontenac Rehabilitation Centre at Kingston, Ont. He was formerly superintendent of the Ontario Workmen's Compensation Board Rehabilitation Centre at Malton.

The Occupational Therapy and Rehabilitation Centre in Montreal now has its own specialist in physical medicine and rehabilitation, Dr. Kenneth Sowden, who for the past five years has been consultant in physical medicine to the Southeast Metro-Regional Board in Kent, England. A member of the attending staff at the Royal Victoria Hospital in charge of physical medicine and rehabilitation, his services with the Centre will be part-time.

* * *

A 246-page manual, intended as a comprehensive guide for professional workers dealing with the rehabilitation of deaf-blind persons, has been produced by the U.S. Office of Vocational Rehabilitation and the Industrial Home for the Blind. The manual refers to communication as the first and greatest need of these doubly afflicted persons.

The Future of Women in Industry

Conference sponsored by National Women's Advisory Committee of the Trades Union Congress examines and discusses four aspects of question: automation, part-time work, technical education, and on-job training

"The Future of Women in Industry" was the theme of a one-day special information conference held October 7, 1958 in London, England, under the auspices of the National Women's Advisory Committee of the British Trades Union Congress.

In his talk on "Automation and the Woman Worker," F. Chappell, management consultant, outlined the more important problems presented by the growing use of automation. He found no specific problems concerning women alone, but stated that in certain industries women would be more seriously affected than men because the type of jobs they do more readily lend themselves to automatic operating and processing.

Miss B. N. Seear of the London School of Economics, who spoke on "Part-Time Work for Women," noted the tendency to regard part-time work as a make-shift arrangement not worthy of systematic attention. Far from being a temporary expedient, however, she believes that part-time employment, particularly for married women with young children, is likely to become permanent and could with advantage be considerably expanded. Miss Seear concluded that many of the disadvantages of this type of employment could be reduced and the advantages increased so that permanently employed part-time workers could become useful members of the labour force.

Under the heading "Technical Education for Girls," Miss B. B. Briant of the British Ministry of Education discussed technical training facilities for girls in Britain today. Most technical colleges have an entry age of 16 or more and since the statutory school-leaving age is 15, many adolescents who might benefit from further training drift into employment often of a "blind-alley" nature. Efforts are being made to bridge this gap by the provision of pre-vocational courses or extended school courses. Technical training facilities have been expanded considerably since the war with a resultant acute shortage of properly qualified teachers, despite the creation of three Technical Teacher Training Colleges since 1944. Girls are being encouraged to take the full technological courses, which have always been

open to them on equal terms with boys. The number doing so is still very small; most girls entering technical schools still enroll in the "women's subjects," e.g., hairdressing, catering, and child care.

The case for on-the-job training of semi-skilled workers was presented by Miss Winifred Raphael, of the National Institute of Industrial Psychology. The need for induction training to teach new workers about their working environment, as well as job training to give them the required skill and knowledge, was stressed. For a training scheme to succeed, the speaker concluded, it must be practical and simple and must have the backing of the unions, foremen and managers concerned.

Mrs. Rex Eaton Receives Honorary LL.D. Degree

Mrs. Rex Eaton, OBE, President of the National Council of Women, received an honorary Doctor of Laws degree (LL.D.) at the autumn convocation of the University of British Columbia. Mrs. Eaton has been a leader in the women's movement in Canada for many years.

During the war years she was in the service of the Department of Labour at Ottawa as Director of Women's Employment in Canada and as Associate Director of National Selective Service.

Mrs. Eaton also assisted in organizing plans to recruit women for war industries during the Second World War, and was chairman of the Labour Department's Co-ordinating Committee on Training. She is a native of Springhill, N.S.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.

50 Years Ago This Month

Most wage rates remain stationary but rates in lumbering industry and in agriculture decline during 1908. Two-month strike of CPR mechanical and car department employees, $5\frac{1}{2}$ -month strike at Saint John terminated

The most notable change in wages compared with the previous season was the lower rate prevailing in the lumbering industry, said the LABOUR GAZETTE for November 1908. Otherwise wages were reported to be for the most part stationary throughout Canada. Harvesters' and threshers' wages were about the same as in 1907 with a downward tendency in some districts.

The shingle mills at Saint John, which had been completely shut down since March 15 owing to a strike of sawyers and bunchers, reopened on October 1 when the strikers returned to work on the employers' terms. About five firms and 72 men were involved. The strike was over a reduction in wages of 10 per cent, from \$2.20 to \$2 a day.

Another strike settled in the early part of the month was that of employees in the mechanical and car departments of the CPR, which had begun on August 5. The cause of the strike was the serving of a notice by the company on April 1 of its intention to cancel on May 1 the agreement with its employees in the mechanical department, on western lines. In effect, the notice, the application for conciliation said, provided for a "contemplated" reduction of wages on and after May 1; for the cancellation of articles covering trade protection and the rights of committees of employees to meet company officers on behalf of the men; for the removal of restrictions on the number of apprentices and of clauses covering the advancement of apprentices; and for changes in certain shop rules.

One of the changes the company had proposed to make affected a rule which provided for a reduction in time worked by the whole staff instead of the laying-off of men during periods when there was a shortage of work. The company wanted to lay off men rather than reduce working time, and the union had opposed this. The conciliation board recommended against any change in the rule.

The board supported the company in recommending that a new Class 2 should be added to the trade of boilermaker at a rate of 40 cents an hour. This appeared to be one of the most serious causes of dispute,

and the union representative on the board in a minority report disputed the findings of the majority on this question. He asserted that the setting up of the new classification "places in the hands of foremen as powerful a weapon as the 'Sliding Scale'" and may be used just as unscrupulously". He said that it would be used as a means of reducing the wages of a large number of employees.

The employees rejected the board's report and went on strike, about 5,000 being affected.

On October 4, after the strike had lasted two months, the employees decided to accept the award of the conciliation board, and they returned to work immediately in "so far as the company was able to find positions for them".

"During the autumn of 1907 an *influx of labourers* (The italics were used by the November 1908 LABOUR GAZETTE) occurred at Vancouver, B.C., as a result of misleading statements published in the press with respect to the supply of labour in that city. In order to relieve the situation thus created the city and provincial government were compelled, during the winter of 1907, to open relief works, and to provide cheap shelter and meal tickets.

"To safeguard against a repetition of these conditions" the mayor of Vancouver sent a notice to various newspapers published in the Prairie Provinces warning the public that "for the present winter the labour market in Vancouver is rather overdone" and that in view of what had happened the previous fall the city would "only take care of actual residents who have resided here at least six months".

It was announced by the general manager of the British Columbia Electric Railway Company that the bonus to be given to the employees in accordance with the profit-sharing scheme instituted in 1902 will be \$66.78 for each employee, the LABOUR GAZETTE reported. The distribution was to be made equally to "all employees of the tram company all over its system, without regard to rank".

INTERNATIONAL LABOUR ORGANIZATION

Meeting on Conditions of Work and Employment of Nurses

Nursing experts from 15 countries adopt series of recommendations designed to reduce shortage of nurses by improving their conditions of work and by ensuring more efficient utilization of existing personnel

The *Ad Hoc* Meeting on Conditions of Work and Employment of Nurses convened by the International Labour Organization adopted a series of recommendations designed to reduce the shortage of nurses by improving their conditions of work and by ensuring more efficient utilization of existing personnel. The meeting was held in Geneva from October 6 to 11.

The meeting elected as its chairman Miss Lillian Campion, Nurses' Service Secretary, Canadian Nurses' Association, Ottawa. Vice-chairman was Mrs. Janet Buckle, R.N., President of the Liberian National Nurses' Association, and Director of Nursing Service, Government Hospital, Monrovia.

The recommendations fall under five major headings: employment situations, conditions of work, economic and social status, recruitment and ILO action.

Under the first of these headings the meeting called for more complete, reliable and detailed statistical information as a basis for relating the supply of nurses to the demand for nursing services. The prevalent shortage of professional nurses, characteristic of most countries and acute in many, should be overcome by planned policies aimed at more effective utilization and retention of available nursing resources.

In view of the importance of joint consultation in determining conditions of work, said the meeting, machinery for negotiating terms and conditions of employment should be set up in every country where it does not now exist, and nursing personnel, through organizations of their choice, should be associated directly in its operation.

The meeting commented on a number of the specific elements of conditions of work. It recommended the 40-hour week, limits

on overtime, uninterrupted weekly rest of not less than 36 consecutive hours, and one month's annual leave with pay.

Remuneration for nursing personnel, it stated, should be raised to a level commensurate with their education, qualifications, responsibilities and duties. Salary scales should be calculated on the basis of job analysis and evaluation and the principle of equal remuneration for men and women for work of equal value should be adopted. There should be adequate financial incentive to encourage nurses to assume senior posts.

In discussing the economic and social status of nurses, the meeting came to the conclusion that the competent national authorities should take the necessary measures to establish a proper legislative basis to govern the status and practice of nursing, and to ensure full recognition and application of the requirements so established.

Adequate opportunities should be provided for professional development and advancement through such measures as specialized post-basic education, study and fellowships, security of tenure, and safeguard of privileges on transfer.

Recruitment programs, said the meeting, should be planned on a long-term basis in relation to the demand for nursing service and skills. Recruitment should be based on facts regarding the conditions and needs of all branches of the nursing service. There should be special guidance and placement facilities.

The meeting recognized the value of international consideration of nursing problems, and in particular the role which the ILO, in co-operation with the World Health Organization, could play in their solution. It specifically invited the Governing Body

of the ILO to give continuing attention to the employment and conditions of work of nurses through the ILO's normal program, and within the framework of ILO technical assistance.

Nursing experts from 15 countries participated in the meeting. Countries represented were Canada, Liberia, Austria, Brazil, Chile, France, India, Japan, Philippines, Sweden, Turkey, United Arab Republic, United Kingdom, United States, and the USSR.

The following organizations were represented by observers: World Health Organization, Council of Europe, International Committee of Catholic Nurses, International Committee of the Red Cross, International Council of Nurses, International Federation of Christian Trade Unions of Employees of Public Services and P.T.T., International Federation of Unions of Employees in Public and Civil Service, League of Red Cross Societies, World Federation of Trade Unions, and World Medical Association.

International Labour Office Report

The experts were provided with a 200-page report on the problems of nurses' working conditions prepared by the International Labour Office. It was based on information available from 54 countries or territories in all parts of the world.

Nurses appear to be relatively poorly paid in comparison with industrial wage earners, the report says. In a good many countries it is clear that little recognition is given to the nurses' education, work-load, functions and responsibilities. Differences between beginning and ending salaries, says the report, provide little financial inducement to nurses to assume the onerous responsibilities connected with many senior posts.

The report says hours of work are probably the most important problem in the organization of nurses' work and the most important problem in nurses' lives. "The present situation," it says, "is far from satisfactory in many countries, particularly as regards the regulation of overtime, and is a matter of considerable discontent in nursing circles."

In more than half the countries covered by the report, normal hours of work, excluding overtime, are 48 or more a week. Nurses in hospital tend to have longer normal hours than nurses in public health service. In industry there is a move to reduce hours of work from night-shift work, but such a tendency cannot be observed in nursing. The hours of work on night duty

are about the same as those on day duty and, where this is not the case, they tend to be longer than those on day work.

"Overtime is a common practice in nursing," says the report. "In many countries overtime is a feature of nurses' hours of work throughout the year and is therefore the rule rather than the exception.

"Overtime may be demanded but the demand is primarily to induce greater efforts to recognize nursing work better and to make effective use of existing personnel. At the moment, it is probably safe to say that most nurses in most countries want overtime reduced, primarily because their normal hours of work are long and their work, by its nature, fatiguing.

"Until hospitals and health agencies are induced or obliged to keep careful records of overtime work, little can be done to obviate overtime not caused by unforeseeable emergencies."

Annual holidays with pay compare favourably with those granted workers in other occupations, but nurses come out badly in paid time-off on public holidays.

Weekly rest is granted in most countries but its stipulated duration is relatively short (24 hours in most countries) and its effectiveness (particularly for groups of nurses) limited by call duties, lack of advance information on off-duty periods and inadequate arrangements for rotating weekend leave.

Nurses have taken on new functions in connection with the growing emphasis that has been placed in recent years on rehabilitation, the report says. "The aim of hospital and other institutional service is not only to cure the patient in a narrow physical sense, but to restore him as quickly as possible to health in the full sense and to normal life and activities. Nurses have taken on new functions in this task, fostering and supervising the patient's convalescence and preparing him for readaptation to life at home. Nurses may even be called on to assist in the preliminary stages of rehabilitation for work life."

The report shows that the shortage of nursing staff appears to be almost universal. It is more pronounced for professional nursing than for auxiliary personnel. Acute shortages exist for nursing personnel in rural areas and in mental hospitals and for administrative, supervisory and teaching work.

Much needs to be done in recruitment, effective use of existing personnel and the retention of trained personnel, if nursing services are to respond "to the demands made on them now and in the years to

come, and if nurses are to be enabled to make their full contribution and to utilize their skills effectively."

Primary factors in high wastage and insufficient recruitment are unsatisfactory working and living conditions and a social status not commensurate with education functions and responsibilities.

Special preventive measures are necessary to protect the health of nurses exposed to numerous occupational risks. One of them is radiation. The increasing use of radioisotopes makes it necessary to give urgent

attention to this matter and to revise existing measures regularly to keep them up to date in terms of scientific data and experience.

A chapter in the report discusses nursing as a career. Hospital nursing, it is pointed out, appears to offer well-qualified nurses adequate opportunities for promotion comparing favourably in quantity and quality with those available in most other professions. The fact that such opportunities are not fully used suggests the presence of many problems closely linked with the remuneration and status of the nursing profession.

ILO Director-General Visits Canada and U.S.

The changing nature of the International Labour Organization was outlined to federal government officials last month by David A. Morse, ILO Director-General, who was in Ottawa during a two-month official visit to the United States and Canada.

The ILO has taken on an operational aspect in addition to its traditional work of setting standards through the adoption of international instruments, he explained. It is now providing technical assistance in the implementing of social policy in underdeveloped countries.

Industrialization has created in underdeveloped countries social problems of major importance, Mr. Morse continued, and these problems must be dealt with effectively and as soon as possible.

In a press interview during his two-day visit to Ottawa, the ILO Director-General stated that the lessons learned by Canada during her industrial development would help point the way to solutions for many of these problems. Canada's experience in the field of labour-management relations would be of particular interest and value, he declared.

The ILO is now operating on a universal basis, he told the gathering of government

officials, with a membership of 79 countries. There were 80 members—the most ever—until Egypt and Syria merged to form the United Arab Republic. Only Saudi Arabia, Yemen, Laos, Cambodia and Nepal are not members of the ILO, and two countries, West Germany and Switzerland, are members of the ILO although not members of the United Nations, he said.

Turning to the future of the Organization, Mr. Morse said he had recently proposed that the ILO increase its educational work, even to the extent of courses in management.

At the beginning of his remarks, the ILO Director-General paid tribute to Canadian participation in the Organization, pointing out that not only the Canadian government but employers' and workers' organizations as well had, over the years, given complete endorsement to the work of the ILO. He particularly mentioned the transfer of ILO headquarters to Montreal during the Second World War, a move that "enabled the ILO to survive".

He also paid tribute to A. H. Brown, Deputy Minister of Labour, for his service as a member and later as Chairman of the ILO Governing Body.

Today's technology represents a new international force and the international social implications must constantly be kept in mind, ILO Director-General David A. Morse said during a recent visit to eastern Europe. The international social implications might be even more important than the repercussions on the domestic front, he thought.

Automation, along with the peaceful application of atomic energy, "offer us, in time, the prospect of a new world in which man need neither want nor war," he said.

The most important opportunities and problems of automation were in the social field because they were concerned with people, with men and women and with the young people now at school.

Automation offered a means of overcoming poverty everywhere more rapidly than we could have anticipated a generation ago, he said.



TEAMWORK in INDUSTRY

Sixty thousand workers in the forest industries of British Columbia co-operated in the province's annual Forest Products Safety Week last May. Members of the International Woodworkers of America, they assisted in a campaign which saw the accident rate drop 68 per cent below the figure for the previous week.

Members of the Joint Forest Products Safety Committee represented all sections of the province's largest industry—business, unions and government. The central committee concerned itself chiefly with organizing all logging camps, trucking units and mills, while subcommittees were appointed to attend to details of programming and publicity. A series of posters was released periodically in the month preceding Safety Week; posters were distributed to all parts of British Columbia. One of these was tied in with the province's centennial theme of "A Century of Progress".

Giacomo Clozza, a union member with a record of 50 accident-free years in the industry, opened the week's ceremonies by raising the safety flag for Vancouver. A similar procedure was used in centres throughout British Columbia. Union, management, and Workmen's Compensation Board representatives all spoke of the industry's accomplishments in the field of accident prevention.

Generous assistance in spreading the safety gospel was provided by the province's daily and weekly newspapers, magazines, radio and TV stations, movie houses and retail merchants. Committee chairman Anthony F. Douglas attributed the campaign's effectiveness to the work of these groups and the members of the International Woodworkers of America.

Officers of the Joint Forest Products Safety Committee were: Anthony F. Douglas, B.C. Loggers' Association, Chairman; John T. Atkinson, International Woodworkers of America, Vice-Chairman; R. J. Doug Watts, Workmen's Compensation Board, Secretary; and Walter Cook, Forest Industrial Relations, Treasurer.

* * *

Joint labour-management consultation is practised on a large scale in the Prince Albert, Sask., plant of Burns and Company. The labour-management production com-

mittee, composed of four representatives from labour and three from management, meets monthly to examine matters relating to plant production. It also informs employees of developments and changes in operations, and of company problems and accomplishments.

The office-sales management committee provides a means for office and sales employees to make suggestions for improvements in the operation of the office and the company generally. The committee also informs on changes in policy and other matters.

The safety committee, composed of labour and management representatives, makes monthly inspections of the plant and meets to discuss recommendations for safe equipment and practices. It also investigates plant accidents and suggests ways of eliminating recurrences.

The Burns savings and credit union is a voluntary organization set up for the employees. Contributions are made through payroll deductions. In 1957 the organization loaned \$44,000 to its 182 members.

The employees' social club enables members to enjoy good fellowship through bowling, curling, golf, monthly bingos and dances, children's summer picnics and other activities. Employees belong on a voluntary basis and the club is financed through weekly payroll deductions.

Employees of the Prince Albert plant are represented by Local 234 of the United Packinghouse Workers of America.

* * *

Correspondence courses for employees is one of the most interesting aspects of labour-management co-operation in the St. Lawrence Corporation's plant at Red Rock, Ont.

A recent issue of the company's house organ, *The Red Rocket*, noted that 18 employees are now enrolled in these courses.

The employees in this mill are represented by the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Brotherhood of Paper Makers, the International Brotherhood of Electrical Workers, the International Union of Operating Engineers and the Office Employees' International Union.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during September. During the month, the Board received six applications for certification, four requests under Section 61 (2) of the Act for review of decisions, and allowed the withdrawal of three applications for certification.

Applications for Certification Received

1. The Transport and General Workers' Union, Local 1050, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of longshoremen employed by The Newfoundland-Great Lakes Steamships Limited at Botwood, Newfoundland (Investigating Officer: W. L. Taylor).

2. Canadian Merchant Service Guild, Inc. (Eastern Branch), on behalf of a unit of deck officers, excluding the master, employed by the Hindman Transportation Company Limited, Owen Sound, Ont., aboard the MV *George Hindman* (Investigating Officer: T. B. McRae).

3. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of East-West Transport Limited, comprising drivers and warehousemen employed by the company in its Vancouver Branch (Investigating Officer: D. S. Tysoe).

4. International Woodworkers of America, Local 1-71, on behalf of a unit of employees of the Vancouver Log Towing Co. Ltd., engaged in booming and rafting in the area of Twin Creeks, Howe Sound, B.C. (Investigating Officer: G. R. Currie) (The application was withdrawn later in the month—see below).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by the Adley Express Co.,

Montreal (Investigating Officer: C. E. Poirier).

6. Wheeler Airlines Limited Employees' Association, on behalf of a unit of employees of Wheeler Airlines Limited, comprising maintenance employees at St. Jovite, Montreal, and Val d'Or, Quebec, Frobisher Bay, Site 41, Great Whale, and Fox, N.W.T., and Goose Bay, Labrador (Investigating Officer: C. E. Poirier).

Requests for Review under Section 61 (2)

1. International Longshoremen's Association (independent), applicant, and Caledon Terminals Limited, Toronto, respondent (L.G. 1956, p. 1543). The request seeks to extend the scope of the unit in the certificate previously issued (Investigating Officer: T. B. McRae).

2. International Longshoremen's Association (independent), applicant, and Terminal Warehouses Limited, Toronto, respondent (L.G., July 1957, p. 841). The request seeks to extend the scope of the unit in the certificate previously issued (Investigating Officer: T. B. McRae).

3. International Longshoremen's Association (independent), applicant, and Eastern Canada Stevedoring Co. Ltd., Toronto, respondent (L.G., Aug. 1957, p. 967). The request seeks to extend the scope of the unit in the certificate previously issued (Investigating Officer: T. B. McRae).

4. International Longshoremen's Association (independent), applicant, and Cullen Stevedoring Company Limited, Toronto, respondent (L.G., Aug. 1957, p. 967). The request seeks to extend the scope of the unit in the certificate previously issued (Investigating Officer: T. B. McRae).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Applications for Certification Withdrawn

1. The Association of Drivers of Canadian Coachways Ltd., applicant, and Canadian Coachways Ltd., Edmonton, respondent (L.G., Oct., p. 1139).

2. Western District Diamond Drillers' Union, Local 1005, of the International Union of Mine, Mill and Smelter Workers,

applicant, and T. Connors Diamond Drilling Co. Ltd., Nelson, B.C., respondent (employees in Yukon Territory) (L.G. Oct., p. 1140).

3. International Woodworkers of America, Local 1-71, applicant, and Vancouver Log Towing Co. Ltd., Vancouver, respondent (see above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Smith Transport Limited and Kingsway Transport Limited (Trucking Association of Quebec, Inc.) and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: R. Trépanier).

2. Western Ontario Broadcasting Company Limited, Windsor, and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

Settlement by Conciliation Officers

1. Canadian Broadcasting Corporation (Building and Maintenance Employees) and Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough) (L.G., Oct., p. 1141).

2. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Aug. p. 882).

3. La Verendrye Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette) (L.G., May, p. 494).

4. Ahern Shipping Company Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette) (L.G., May, p. 494).

5. Canada Cement Transport Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette) (L.G., May, p. 494).

6. Cayuga Steamship Company Limited, Toronto, and Seafarers' International Union

of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

7. Cadwell Marine Limited, Niagara Falls, and Seafarers' International Union of North America, Canadian District (Conciliation Officer, F. J. Ainsborough) (L.G., May, p. 494).

8. The Valley Camp Coal Company of Canada Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

9. Bayswater Shipping Limited, Brockville, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

10. Holden Sand and Gravel Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

11. Pacific Western Airlines Limited, Vancouver, and Pacific Western Air Line Pilots' Association (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 174).

Conciliation Boards Fully Constituted

1. A Board of Conciliation and Investigation was established in September to deal with a dispute between Canadian National Railways, Montmorency Sub-division, and Brotherhood of Locomotive Firemen and Enginemen (no Conciliation Officer appointed previously) and was fully constituted with the appointment of Hon. Mr. Justice Andre Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and A. E.

Matthews, Parry Sound, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between the Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., Oct., p. 1141) was fully constituted in September with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, H. Brooke Bell, QC, Toronto, and G. M. Desaulniers, Montreal, who were previously appointed on the nomination of the company and union respectively.

Board Report Received

Union Steamships and Tidewater Shipping Company, Vancouver, and National Association of Marine Engineers of Canada Inc. and Canadian Merchant Service Guild Inc. (L.G., Aug., p. 883). The text of the report is reproduced below.

Settlements Following Board Procedure

1. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamship Limited, Upper Lakes and St. Lawrence Transport Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited and Sincennes-McNaughton Line

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Limited) and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 883).

2. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamship Limited, Upper Lakes and St. Lawrence Transport Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited, Sincennes-McNaughton Line Limited and La Verendrye Line Limited) and National Association of Marine Engineers of Canada Inc. (L.G., Oct., p. 1142).

3. Union Steamships and Tidewater Shipping Company, Vancouver, and National Association of Marine Engineers of Canada, Inc. and Canadian Merchant Service Guild, Inc. (See above).

4. Marine Industries Limited, Montreal, The J. P. Porter Company Limited, Montreal, Canadian Dredge and Dock Co. Limited, Toronto, Russel Construction Lim-

ited, Toronto, and McNamara Construction Co. Limited, Toronto, and Seafarers' International Union of North America, Canadian District (L.G., Sept., p. 981).

Settlement Effected by Industrial Inquiry Commission

Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504, 508). Strike occurred August 21 following Board procedure (L.G., Oct., p. 1142). E. G. Taylor, Toronto, appointed Industrial Inquiry Commission September 8. Mr. Taylor effected settlement and work resumed September 24.

Settlement Reached Following Lockout

Newfoundland Employers' Association Limited, St. John's, and Longshoremen's Protective Union (St. John's). Following Board procedure employers declared suspension of general cargo shipping at St. John's (L.G., Oct., p. 1142). Settlement reached and work resumed September 19.

Report of Board in Dispute between

Union Steamship Limited and Tidewater Shipping Company

and

**National Association of Marine Engineers of Canada, Inc.
and Canadian Merchant Service Guild, Inc.**

The Conciliation Board in this matter, consisting of E. Hopkins, employees' nominee, P. E. Ayrhart, employers' nominee, and Adam Bell, chairman, held its preliminary meeting on July 3, 1958 at Vancouver, B.C. Subsequently the Board met with representatives of the parties concerned on July 15, 18, 25, August 12, 13, 18 and September 5.

During September, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Union Steamships Limited and Tidewater Shipping Company and National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc.

The Board was under the Chairmanship of Adam Bell, Victoria, who was appointed by the Minister in the absence of a joint recommendation from the other two members, P. E. Ayrhart and Elwyn Hopkins, both of Vancouver, nominees of the companies and unions respectively.

The text of the report is reproduced here.

In the course of these meetings the following representatives appeared before the Board:

For the National Association of Marine Engineers of Canada, Inc.:

D. McKeown, E. G. Bjarnason, R. G. Greaves and F. E. MacLeod.

For the Canadian Merchant Service Guild:

Capt. E. W. Meadows and G. F. Bullock.

For the Union Steamships Limited and Tidewater Shipping Company.

Capt. D. Roberts, R. G. Chestnut and Capt. J. A. Macdonnell.

It was evident that, during the months of negotiation and conciliation preceding the establishment of the Board, agreement had been reached by the parties on many of the questions involved, leaving wages and salaries chief amongst the issues remaining to be settled.

The Board heard evidence, written and oral, and discussion ensued between the representatives and the Board, and between the representatives themselves, on the issues still outstanding.

(Continued on page 1298)

LABOUR LAW

Changes in Mine Safety Legislation, 1958

Nova Scotia and Ontario amend legislation dealing with safety in mines

Nova Scotia

Nova Scotia made extensive amendments to the Coal Mines Regulation Act this year. These amendments deal with a wide range of safety matters relating to appointments, qualifications and duties of mine officials and workmen, explosives, fire prevention, coal dust, ventilation, transportation in the mines, electrical equipment, repair and inspection of machinery, boreholes to detect water and gas, and rescue work.

Appointment, Qualifications and Duties of Mine Officials and Workmen

The manager of a coal mine is now required to report promptly to an inspector all fires, bumps, interruptions of ventilation, riding rake accidents, or other unusual accident not otherwise named in the Act. The plan of the mine, for which the manager is responsible, must now also show the location of refuge stations where they are provided; it already had to show all air courses, stoppings, doors, grades and elevations, air and water pipe lines, electric power cables, sub-stations, electric pump rooms, telephones and travelling roads.

Where an underground manager has been appointed, he may assume the responsibility for daily supervision, which the manager was formerly required to share.

Mine examiners and shot firers, before being appointed, must now be given practical instruction on the construction of the flame safety lamp and in the detection of gases. Also, every mine examiner is required to make a daily report in a book kept for that purpose on all unusual happenings in the mine.

A shot firer must now check for the presence of coal dust immediately before the charging of a shot hole. He is also required to examine shot holes for gas, take cover before firing a shot, and record in a book kept in the mine the number of shots fired by him during his shift.

Under the revised Act the minimum age of a person employed without a coal miner's certificate and working under supervision at a working face in a coal mine, is increased

from eighteen years to eighteen years and six months, and the maximum period that he may be employed without a certificate is reduced from twelve months to six months. The amendment specifically states that a miner in charge of a working place is responsible for ensuring that it is properly timbered and in a safe condition.

The amendments require that a hoist operator in charge of an engine of more than 800 horsepower, used for transporting coal, material or men, must have a second class stationary engineer's certificate or its equivalent. He must also test the overspeed, overwinding and lower limit safety equipment on hoists at intervals stated in the Act. If an accident occurs to the hoisting equipment, shaft or slope, he is required to carry out a trial wind before regular man-hoisting is begun.

The driver of a diesel or electric locomotive now must have at least one year's experience in a coal mine; formerly an age requirement of 21 years was specified for diesel locomotive drivers. The amendments further require the manager to appoint electric locomotive drivers, to give them adequate written instructions to ensure the safe running of trains, and to send copies of these appointments and instructions to the inspector.

Explosives, Fire Prevention

The Act now specifies that no stove, heater or light, except a permissible electric lamp, may be allowed where explosives are stored, and that all detonators have to be tested before being issued to shot firers.

A new provision requires that if barriers of coal are left by agreement with the Chief Inspector as a precaution against fire, water or other cause, they may not be removed without his approval.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Coal Dust, Ventilation

A new section in the Act provides for the wetting of coal to allay the dust when continuous miner machines, coal cutting machines, and coal loading machines are operating, where coal is delivered from conveyors into mine cars, on landings before coal is placed on the rope for hoisting, and in other places required by an inspector. The amendments also raise the percentage of incombustible dust that must be put on road surfaces in a mine as the percentage of methane in the air increases, and require the storing of emergency supplies of stone-dust in working, room and pillar sections.

In regard to ventilation, new provisions have been incorporated into the Act concerning the installation and operation of auxiliary fans. They set out requirements in respect of the location of the fan, adequacy of air supply reaching the fan, maximum permissible use of air passing the fan, adequacy of air ducts, inspections, spare fans, and testing for gas before starting after an accidental stoppage of more than two hours.

Transportation in the Mine

The revised Act provides that an inspector may not grant a permit for the use of an underground haulage road as a travelling road for persons, except temporarily under special circumstances, unless there is clearance on each side and above the locomotive or mine car as specified in the Act, and there are manholes of the dimensions, and at the intervals, stated therein. Means must be provided on main conveyor roads to give a clear and distinct signal from any point on the run to stop conveyor lines in an emergency.

The Act now specifies that hoisting engines of more than 15 horsepower must be firmly connected to a rigid foundation. All slope double drum engines must now have an indicator to show on which track the trip is being hoisted or lowered. The requirements for brakes on hoisting engines have also been revised.

An amendment provides for a shield on man trips to prevent stone and other debris from injuring men in the rakes. All tackling equipment after manufacture, and after annealing where required under the Act, must be heat-treated in a manner approved by an inspector; the Act previously set out certain temperature standards for the heating process.

With respect to diesel and electric locomotives, the revised Act forbids the operation of a locomotive in a coal mine under a lesser clearance than one foot, unless

approval has been obtained from an inspector. It also sets out the same requirements for manholes and for clearance on each side of an electric locomotive as already existed for diesel locomotives. It requires further that the driver of a diesel locomotive must immobilize it at the completion of his shift, that shunts must not exceed 1,500 feet, and that a diesel locomotive must always precede its train when men are being transported. In addition, it reduces the permissible carbon monoxide content of exhaust gas from a locomotive from five parts per thousand to two parts.

It is now specified that the load of a diesel or electric train must be such that it can be controlled by the brakes of the locomotive.

Electrical Equipment

Several amendments have been made in connection with electrical cables. The Act now specifies that a competent person shall be made responsible for ensuring that electrical cables are effectively protected from mechanical damage, and adequately supported. It further provides that buried cables must be free from water, that special attention and protection must be given to cables where work is being done that may damage them, that armoured cables must not be moved while the cable is alive, and that insulation on all power circuits must be measured every two years.

New safety provisions have also been introduced in respect of other electrical equipment. One of them requires that means must be provided to stop all belt conveyors from any point on the line. Other safety rules are designed to avoid methane explosions caused by electrical machines, and to avoid the accidental starting of them when they are being repaired.

Changes have also been made in certain standards for electrical equipment. In this respect, permissible electrical equipment, which formerly included only apparatus certified by the British Ministry of Fuel and Power to conform to the British standard specification for flame-proof enclosure for use in coal mines, now also includes apparatus certified by other recognized authority approved by the Minister of Mines. Mine type transformers built according to British standard specification No. 355 of 1939 have been exempt from certain restrictions contained in the Act; the standard now specifies instead mine type transformers that are recommended for use underground in coal mines.

Repair and Inspection of Machinery

The revised Act requires that jibs or bodies of mining machines must be securely supported when they are raised hydraulically in order to carry out repairs.

A further amendment now provides that where an inspector permits the use of an electric welder, acetylene torch, or heating equipment in a mine, or on the surface in close proximity to the mine shaft or slopes, the official in charge shall have coal dust cleaned up and the place heavily stonedusted, ensure that fire extinguishers and spare stonedust are available, and thoroughly examine the place after completion of the work.

Boreholes to Detect Water or Gas

If a place is likely to contain a dangerous accumulation of water, or noxious or inflammable gas, the revised Act provides that, when advance borings indicate the presence of workings, a lighted locked flame safety lamp shall be kept in the working place in charge of a competent person while work is being done.

Rescue Work

The maximum age of members of a mine rescue team will be lowered from 45 to 40, effective January 1, 1959. Unless a mine is naturally wet throughout and free from inflammable gas, refuge stations must be provided. The location of each station and the equipment to be kept at it are to be

agreed upon by the manager and the Chief Inspector.

Ontario

Amendments made to the Ontario Mining Act related mainly to safety matters.

One of these amendments provides that the entrances to unworked mines must be protected by means other than fencing—a provision already in the Act—if the Engineer considers that other safety measures are necessary.

Another amendment extends certain requirements for the inspection of stationary air compressors and for the installation of temperature indicators on them to include compressors having a capacity of 300 c.f.m. or more (formerly 500 c.f.m. or more).

A new provision requires that in the installation of any newly-acquired hoist, all brake engines must be so arranged that inadvertent or accidental loss of pressure in the brake system cannot cause the release of the brake.

A further amendment provides that in shaft inspection, maintenance or sinking operations, men may be in or on a shaft hoisting conveyance attached to the fixed or clutched-in drum when changing balance. At all other times when men are in a shaft hoisting conveyance, the hoist must be equipped with more than one brake each capable of stopping and holding the drum or drums in use.

Legal Decision Affecting Labour

Ontario High Court issues *mandamus* order to Labour Relations Board to consider employer's application for the decertification of a union

The Ontario High Court of Justice has upheld a company's contention that the Labour Relations Board has the jurisdiction to hear and decide a company's application for decertification of a union, and has ordered, by way of *mandamus*, the Board to hear and determine the application.

On May 16, 1958, Chief Justice McRuer, acting on an application by Genaire Limited, quashed a decision of the Board whereby the Board dismissed an application for a declaration terminating the bargaining rights of the International Association of Machinists.

The circumstances of the case, as reported in the reasons for judgment, were as follows:

International Association of Machinists, on November 9, 1955, applied for certification as bargaining agent of the employees

in the bargaining unit of Genaire Limited. The Board determined that the trade union was a unit of employees appropriate for collective bargaining and, on November 10, 1955, issued its certificate.

The union commenced to bargain; but no collective agreement was made and the Minister refused to appoint a board of conciliation, and there the matter had stood since October 12, 1956.

Later the company applied to the Board for a declaration that the trade union in question no longer represented the employees.

On August 2, 1957, the Board dismissed the company's application on the ground that the applicant, which is the employer, had no right to apply and the Board had no jurisdiction to hear the application.

The company argued that the Ontario Labour Relations Act ought not to be read in such a way as to deny the employer a right to make an application for a declaration that a trade union no longer represents the employees. Although Section 44 of the Act is in the negative it should be implied that after 30 days have elapsed after the Minister has informed the parties that he does not deem it advisable to appoint a conciliation Board, either party may apply to the Board for the declaration.

As against this contention it was argued that Section 41 gives to employees certain rights to apply to the Board on the conditions set out therein. Likewise Section 43 gives employers and employees certain rights to apply for a declaration that the trade union no longer represents the employees in the bargaining unit and that Section 44 is merely negative in that it postpones the right to apply, where the trade union has not made a collective agreement within a year, until 30 days after there has been a report of a conciliation board or the Minister refused to appoint a conciliation board. Consequently in the circumstances of the case the employer had no right to bring an application for decertification under Section 44.

In the opinion of the Court, when considering the Act as a whole it could be assumed that where the Act provides that no application shall be made until certain events have happened, it implies that after those events have happened, an application for decertification may be made, and such application might be made by anyone affected. For instance, under Section 42 there is no provision as to who may apply for a declaration but unquestionably the fact that the Board is given power to make an order implies that anyone who would be affected by the order has a right to be heard.

Chief Justice McRuer was of the opinion that Section 68 of the Act gives the Board power to hear the application in question. The relevant parts of the section read:

Sec. 68 (1)—The Board shall have exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and without limiting the generality of the foregoing, if any question arises in any proceeding...

(f) as to whether a trade union represents the employees in a bargaining unit;...

the decision of the Board thereon shall be final and conclusive for all purposes but nevertheless the Board

may at any time if it considers it advisable to do so, reconsider any decision, order, direction, declaration or ruling made by it and vary or revoke any such decision, order, direction, declaration or ruling.

The Board in declining to act under this section was of the opinion that while a portion of the subsection dealing with review empowers the Board upon request, or even on its own motion, to reconsider its decisions and orders, the remainder of Section 68 (1) does not confer any right on a person or trade union to commence a proceeding. The language of the section is quite explicit—"if any question arises in any proceeding" on certain enumerated matters the decision of the Board is to be final and conclusive. In the Board's view the vital words are "in any proceeding". There must be a proceeding before the Board. If there is, then the section comes into operation and makes the Board's decision final and conclusive. Thus the very words of the subsection are inconsistent with the argument that the present section authorizes this or any other application. Had the Legislature so intended then it would have been reasonable to expect to find language similar to that used in Section 68 (2) where the words "the question may be referred to the Board" clearly indicate the course of action to be followed. Then the Board added:

This interpretation of Section 68 (1) (f) is entirely consistent with our views on the scope to be given to the sections dealing with termination of bargaining rights. The "proceeding" referred to in Section 68 (1) is instituted under one of the appropriate provisions of those sections. Once instituted the Board has exclusive jurisdiction under Section 68 (1) (f) to determine whether a trade union represents the employees in the bargaining unit and its decision is final and conclusive for all purposes. Having regard to the foregoing we must reject the applicant's contention that Section 68 (1) (f) authorizes the bringing of the present application.

An alternative submission presented to the Board was the following. If the Board found that it did not have power under Section 68 (1) (f) to terminate bargaining rights there was nothing in the Act expressly authorizing the bringing of an application for termination. However, the argument continued, the power to certify carries with it the inherent or implied power to terminate bargaining rights, and, the Act being silent on the Board's power to terminate, recourse must be had to the concluding portion of Section 68 (1), under

which the Board is empowered to "reconsider any decision, order, direction, declaration or ruling made by it and vary or revoke any such decision, order, direction, declaration or ruling". In support of this argument counsel for the company relied on *The Labour Relations Board of the Province of Saskatchewan v. The Queen ex rel. F. W. Woolworth Company Limited and Slabick et al. and Saskatchewan Joint Board, Retail, Wholesale and Department Store Union*, (L.G. 1954, p. 1748).

The Board rejected this argument on the ground that the *Woolworth* case did not apply to the case under consideration because of the differences between the Saskatchewan Trade Union Act and the Ontario Labour Relations Act. The Ontario Board has consistently held that its power under Section 68 (1) to reconsider its decisions does not enable it to deal with applications for termination of bargaining rights, because Sections 41 to 44a provide express authority for bringing application for termination of bargaining rights. Once it is established that such an authority exists under Sections 41 to 44a, the *Woolworth* case is inapplicable.

Chief Justice McRuer did not agree with the Board's finding. In his opinion the language of the last clause of Section 68 is clear and without ambiguity. The section read as a whole down to the words "shall be final and conclusive for all purposes" renders the decisions of the Board final where any question arises in any proceedings with respect to the matters mentioned in (a) to (g) of subsection (1).

Then he added:

Notwithstanding the finality of the Board's decisions and for the very reason that they are final, the Board is given broad powers under the last clause of Section 68 to reconsider any decision, order, direction, declaration or ruling made by it and to revoke any such decision, order, direction, declaration or ruling. In my view, unless the Legislature has somewhere limited the powers of anyone affected by a decision of the Board to make application to have its decision revoked, the Board is bound to hear the application and to determine whether the decision ought to be revoked or not. Under Sections 41, 43 and 44 some limitations have been put on the matters therein dealt with but the case before me does not come within any of these sections.

In his opinion the broad powers given under Section 68 are intended to cover situations that are not specifically dealt with where in the opinion of the Board the parties should have relief. Further, he said, where civil rights are restricted by legislation the courts ought not to be reluctant to keep avenues of relief open to those who are affected by the restrictive legislation. The employer has a very definite right to know that the union that is certified under the Labour Relations Act truly represents his employees.

In conclusion the Court quashed the decision of the Board dated August 2, 1957, and issued an order for *mandamus* directing the Board to hear the company's application to determine whether its decision of November 10, 1955, certifying the union should be revoked. *Genaire Limited and International Association of Machinists and the Ontario Labour Relations Board*, Ontario High Court of Justice, May 16, 1958, unreported.

Recent Regulations, Federal and Provincial

Newfoundland raises living allowances paid to apprentices while taking required technical courses. British Columbia amends boiler regulations

New apprenticeship regulations issued in Newfoundland raised the living allowances payable to apprentices undergoing technical training to \$8 and \$15 a week, depending on whether their residences are in St. John's or elsewhere, and increased the rates for apprentices with dependents to \$16 and \$23, respectively.

Amendments to the regulations under the British Columbia Boiler and Pressure Vessel Act set out new requirements for low-pressure heating boilers.

FEDERAL

Financial Administration Act

The prevailing Rate Employees General Regulations (L.G., Feb., p. 187) have been amended by T. B. 528627-1 of August 28 with respect to time worked on a holiday.

A prevailing rate employee will continue to be paid two and one-half times the rates of normal pay and extra pay, if any, for time actually worked on a holiday. However, for the remainder of the normal working day, he will now receive, in

addition to his normal pay, any extra pay to which he would have been entitled had it not been a statutory holiday.

As before, with the approval of the Director, an employee who works on a holiday may be given compensatory leave equal to one and one-half times the number of hours actually worked. If he works normal hours or less on a holiday, he may now receive, in addition to his leave credits, his normal pay and extra pay for the day. An earlier amendment (T.B. 531656 of May 15) had provided that a prevailing rate employee who worked less than his regular hours on a holiday was to receive his normal pay and extra pay for the hours actually worked and his regular pay for the remainder of the normal working day.

If he works longer than normal hours on a holiday, a prevailing rate employee will continue to be paid at a rate equal to his normal rate and extra pay, if any, for every hour worked.

PROVINCIAL

British Columbia Boiler and Pressure-Vessel Act

Some amendments to the regulations under the British Columbia Boiler and Pressure-Vessel Act governing the design, construction and inspection of boilers and pressure vessels were gazetted on September 4 as B.C. Reg. 138/58.

Instead of the 1952 editions, the new regulations adopt as governing standards the 1956 editions of the applicable ASME Codes.

One of the new provisions with respect to low-pressure heating boilers states that before any person begins to install or alter a heating plant he must first obtain a permit from the Chief Inspector, submitting with his application a description of the work to be done and particulars as to the number and kind of boilers to be installed or altered.

Another is that plans and specifications of only heating plant installations over 50 H.P. must be sent to the Chief Inspector for approval. Previously, plans and specifications of all such installations had to be approved.

Upon completion of the work and before a low-pressure boiler is put into operation, a notice must be sent to the inspector, who, if he finds the work satisfactory and a responsible person in charge, may issue a certificate of inspection. If an inspection cannot be made at that time, however, the Chief Inspector is again authorized to issue an interim certificate upon receipt of the contractor's report form.

Another new section provides for fines of up to \$200 for failure to obtain a permit, a certification of inspection, or an interim certificate.

As well as being stamped in the prescribed manner, every low-pressure heating boiler shipped into the province must now be accompanied by a manufacturer's affidavit or report of construction or ASME data report.

British Columbia Hours of Work Act

The occupation of bus operator, by which is meant an employee in charge of driving a motor-vehicle with seating accommodation for more than seven passengers used for the conveyance of the public, for which service a charge is made, was added to the schedule of the British Columbia Hours of Work Act by Regulation No. 1 (1958) gazetted on June 12.

A later regulation, No. 1A (1958), gazetted the same day, permits bus operators to work such extra hours over and above the 8- and 44-hour limits fixed by the Act as may be necessary to meet the requirements of public transportation. However, a minimum wage order last year, Order No. 52 (1957), requires overtime to be paid for all hours worked in excess of 8½ in a day or 47 in a week (L.G., May, 1957, p. 611).

Newfoundland Apprenticeship Act

In Newfoundland, the living allowances payable to apprentices while taking the required technical courses were increased by new regulations gazetted on September 2, which replace the Apprenticeship (Remuneration) Regulations issued in 1955 and 1956 (L.G. 1955, p. 564; 1956, p. 1044).

The rate for single apprentices living at home in St. John's has been increased from \$6 to \$8 a week. Single apprentices whose homes are outside St. John's will now receive \$15 a week, instead of \$12 as formerly.

The weekly rate for an apprentice who is head of a family is now \$16 if his home is in St. John's and \$23 if elsewhere. Formerly, the weekly allowances for heads of families were \$15.90 and \$21, respectively.

As before, these allowances are also payable to prospective apprentices while pursuing pre-apprenticeship courses approved by the Provincial Apprenticeship Board.

Deductions will continue to be made for periods of absence from school but, as previously, where the absence is due to sickness, the remuneration may be paid for periods not exceeding three days.

(Continued on page 1298)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims in August—139,700—decline 17 per cent from July's 167,400 but climb 21 per cent over previous August's total of 115,300, statistics* show. Small drop in claimants on "live" file

The number of initial and renewal claims for unemployment insurance benefit in August was 139,700, nearly 17 per cent less than the July total of 167,400 but 21 per cent higher than in August 1957, when 115,300 claims were filed.

There was a small decline in the total of persons having a claim for unemployment insurance benefit in the "live" file during August, the count at 294,600 on August 29 being 2 per cent below the 300,800 recorded on July 31. On August 30, 1957, claimants numbered 208,700.

Plant shutdowns for annual vacations and layoffs occasioned by industrial disputes are among the factors contributing to the continuing high level of claimants. A person unemployed during a week by reason of a general plant holiday may claim benefit for that week and any holiday pay received is considered as earnings.

The proportion of males was constant at 70 per cent at each of the dates under review. Close to 50 per cent of males had been on continuous claim a relatively short period, i.e., four weeks or less, as of August 29, while only about 30 per cent of the females were in this category. A record of over 20 weeks on continuous claim was shown for close to one quarter of the females, as against 15 per cent of males.

One quarter of the initial claims adjudicated during August showed insufficient contributions to qualify for benefit. During July, the failure rate was 22 per cent, and one year ago it was 18 per cent.

August benefit payments amounted to \$19,500,000, down 27 per cent from the July total of \$26,800,000 but 50 per cent higher than the \$13,000,000 paid out during August 1957.

Weekly benefit payments averaged \$20.79 during August, \$20.67 for July and \$20.01 for August 1957.

*These do not necessarily relate to the investigations conducted during this period.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards have been issued to 4,315,965 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1958.

At August 31 employers registered numbered 306,193, an increase of 510 since July 31.

Enforcement Statistics

During August 1958, investigations conducted by enforcement officers across Canada numbered 4,601. Of these, 3,111 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 73 were miscellaneous investigations. The remaining 1,417 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 152 cases, 79 against employers and 73 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 991.*

Unemployment Insurance Fund

Revenue received in August totalled \$20,078,081.64 compared with \$22,552,462.00 in July and \$21,367,129.25 in August 1957. Benefits paid in August totalled \$19,459,-737.42 compared with \$26,782,089.93 in July and \$13,010,710.45 in August 1957. The balance in the fund on August 31 was \$640,909,-350.83; on July 31 it was \$640,291,006.61 and on August 31, 1957, \$870,379,844.64.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1563, August 26, 1958

Summary of the Main Facts: The claimant, single, age 29, filed an initial claim for benefit at the local office in C..... B.C., and was registered as a general office clerk. She had last been employed as a cannery worker at a packing house in S....., B.C., her home town, from August 14, 1957, to October 5, 1957, when her employment terminated.

The claimant indicated on her weekly report for the week commencing November 24, 1957, that she had been attending the high school in C..... since November 20, 1957. Upon written query of the local office thereon as to the hours of her school attendance and the hours of her availability for work, she informed the local office that her school hours were from 9.00 a.m. to 3.20 p.m., that she could work in the evenings or early morning, and that she had one day out of seven when no classes were scheduled for the afternoon and one day out of seven when she had no classes until 11.00 a.m. The insurance officer disqualified her under section 54 (2) (a) of the Act, as from November 20, 1957, because the claimant had restricted her hours of availability for work to such an extent as to be considered unavailable for work within the meaning of that section.

In her appeal to the board of referees, the claimant stated that she was registered as a "packer" and that the hours of work for that occupation at her last place of employment had frequently been as follows:

12.00 p.m.-7.30 p.m.
6.00 p.m.-6.00 a.m. and 6.00 p.m.-4.00 a.m.
7.00 p.m.-5.00 a.m. and 7.00 p.m.-3.00 a.m.
8.00 a.m.-4.30 p.m.
9.00 a.m.-5.30 p.m.

She also declared that she had had three years experience as a nurse's aide and had, at times over the years, been registered in that occupation at the local office in V....., R..... and, she believed, C..... as well. The hours of work in that occupation apparently were:

7.00 a.m.-3.30 p.m.
3.30 p.m.-12.00 midnight
12.00 midnight-8.00 a.m.
11.00 p.m.-8.30 a.m.

She maintained that she was available for work even though attending school in the day time as the hours of work in her previous occupations had frequently been outside school hours. She stated also that although she had not been directed to attend school by the Commission, she was improving her opportunities of securing work in the future, which was in accordance with the intent of the Act. She concluded by saying that without insurance benefit, she might find it difficult if not impossible to continue in school.

The placement officer reported that she was registered at the local office in C..... as a general office clerk only. According to his information, there was only one packing house that had a night shift at present and ordinarily its employees alternated every two weeks between day and night shifts; he pointed out that, in special cases, however, an employee could be given straight night work. With regard to employment as nurse's aide the local hospital considered such work as professional and did not place employment orders through the local office.

Upon receipt of a copy of the submission to the board of referees, the claimant immediately wrote to the local office to explain the basis for her incorrect impression that her registered occupation was that of nurse's aide. She then proceeded to give in detail her employment history for the past several years. It appears that she had worked at many places and at several occupations such as nurse's aide, kitchen help, maid and factory worker and on many different shifts. At one time she had even worked for a period of four months in the dual occupations of housekeeper in a hotel, from 9.30 a.m. to 4.30 or 5.00 p.m., and taxi dispatcher, from 5.00 p.m. to 1.00 a.m.

Conclusions and Considerations: My decision is that this claimant is not available for work within the meaning of section 54 (2) (a) of the Act while a day-student in full-time attendance at the local high school.

It is true the Act provides, in section 57 (3), that a claimant is available for work during any period he is attending a course of instruction, but only provided the Commission has directed the claimant to attend

such course. Nothing in the evidence indicates any such direction was given in this case or, for that matter, even sought. Accordingly, the claimant's availability must be determined in the light of the principles applying to claimants generally.

The claimant's statements clearly indicate she would not be willing to accept suitable employment if such acceptance meant she would have to choose between school and any work offered. The presumption of non-availability adverted to in CUB-1249, which was cited earlier, is not rebutted therefore.

Availability "is also an objective matter that must be determined in the light of a claimant's prospects for employment in relation to a certain set of circumstances beyond his control or which he has deliberately created" (CUB-1374).

Firstly, the hours of the claimant's school attendance are officially prescribed and no attempt has been made by the claimant to establish the extent to which any adjustment of hours or curriculum could have been effected to facilitate her engaging at the same time in full-time remunerative employment. It is also clear that the prospect of suitable work that would be compatible with her school hours was most remote. The claimant's decision to nevertheless enrol as a regular day-time high school student amounts to the deliberate creation by her of circumstances which so restrict her likely prospects of employment as to constitute on her own initiative a temporary withdrawal from the labour market.

For the above reasons, I must dismiss the claimant's appeal.

The claimant has suggested that the Commission should direct claimants to high school courses in the same manner as it directs them to those of trade schools. I consider this to be an administrative matter which rests solely with the Commission.

Decision CUB-1573, September 18, 1958

Summary of the Main Facts: The claimant, single, 18 years of age, who resides in S....., Newfoundland, filed an initial application (postal) for benefit on December 3, 1957 and stated that he had worked as a fisherman from September 2, 1957, to October 18, 1957, when the fishing season ended. In answer to the question in the application "What have you been doing since your last job ended?" he stated, "Attending school".

The insurance officer disqualified the claimant from receipt of benefit as from December 1, 1957, because, in his opinion,

he was not available for work in that he was attending school (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees on January 25, 1958, stating that as there were no employment opportunities for him in S..... and no fishing done there in the winter, he decided to attend school for a few months rather than spend his time doing nothing. He stated also that he was not forced to attend school and that if the local office could find a suitable job for him, he would accept it any time.

At the request of the board of referees, the manager of the local office wrote to the claimant on March 7, 1958, asking for information as to what efforts he had made to obtain employment and what opportunities were available to him for employment. He replied that when he filed his application for benefit (postal) in December 1957, he was also registered for employment which he considers is proof that he had made an effort to secure work; that inasmuch as there were no employment openings for him in S..... and about 70 per cent of the people there were unemployed and in addition, married men stood the best chance of obtaining any work that was available, he was, therefore, unable to find any.

The board of referees which heard the case in S....., Newfoundland, on April 17, 1958, unanimously maintained the decision of the insurance officer on the grounds that the claimant had failed to indicate he had made individual and serious efforts to procure employment or that he was willing to accept work immediately it was offered to him regardless of where it might be.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire, contending that he was ready at all times to accept any employment, even though he was attending school; that before going to school each day as well as after school, he tried to find work in S..... but without success; that he could not afford to go away without definite prospects of a job and that the National Employment Office did not at any time find employment for him notwithstanding that he had filed an application therefor with that office.

Conclusions and Considerations: In the present case, it is evident from the claimant's employment history that he had worked whenever he could as a fisherman, regardless how short were the periods for which work could be found. In addition, there is the claimant's reiterated declaration against which nothing contrary has

been adduced, that he was willing to abandon his attendance at school should any job prospects be offered him. Finally, it would appear that in the claimant's district there was, following the end of the fishing season, a great deal of unemployment, with the preference for whatever jobs were available being given to unemployed married men.

The earlier Umpire decision, CUB-1249, relied upon by the insurance officer in the present appeal, held that *prima facie*, full-time attendance at a school (to which not directed under section 57 (3) of the Act) is not consistent with availability for work. I would distinguish several circumstances therein which do not arise in the present

case. The claimant had voluntarily left her employment and, shortly after separation, had commenced a regular school-term at which her full-time attendance was necessary, in addition to which the claimant had also recently refused an offer of suitable employment. I might add that the circumstances of present case are also obviously different from those set forth in a very recent decision CUB-1563, which referred with approval to CUB-1249.

By reason of the exceptional circumstances in the present case, my decision therefore is to maintain the claimant's appeal and direct that the disqualification in the present case be removed.

Report of Board

(Continued from page 1288)

The Board is pleased to report that the unions and the employers in this dispute have reached settlement in the form of signed agreements.

The agreements in both cases cover a period of two years until August 31, 1960 and provide for wage increases as follows:

June 1, 1958—Increase 8 per cent above basic rates of pay in effect May 31, 1958

October 1, 1958—Additional increase 1 per cent above basic rates of pay in effect May 31, 1958

August 1, 1959—Additional increase 10 per cent above basic rates of pay in effect May 31, 1958,

which provides as of August 1, 1959 an ultimate wage increase of 19 per cent above the basic rates existing May 31, 1958.

The Board is gratified to record that these discussions were characterized by an attitude of reasonableness and complete absence of acrimony on the part of all concerned.

Respectfully submitted,

(Sgd.) ADAM BELL,
Chairman.

(Sgd.) P. E AYRHART,
Member.

(Sgd.) E. HOPKINS,
Member.

Recent Regulations

(Continued from page 1294)

A new provision states that an apprentice is not eligible for an allowance while he is receiving workmen's compensation, unemployment insurance or any other benefit, other than salary, under federal or provincial legislation, if the amount received is equal to or greater than the allowance payable under these regulations. However, if the benefit payment is less than the allowance, the amount of the benefit payment will be deducted from the living allowance.

The provision authorizing the Minister of Labour to require an apprentice who failed to complete his course to pay back the whole or part of the living allowance has been modified to provide that the Minister may make such an order only on the recommendation of the Apprenticeship Board.

Newfoundland Labour Relations Act

An amendment to the regulations under the Newfoundland Labour Relations Act gazetted on September 2 permits the Labour Relations Board, with the approval of the Minister of Labour, to delegate to any person or board any or all of its powers or duties under the Act relating to any particular matter. This was done under authority of Section 60 of the Act, which further provides that a person or board so authorized has the powers of Commissioners under the Public Inquiries Act.

The Rules of Procedure of the Board were also amended by a new provision, No. 17A, which states that every interested party must comply with every reasonable request for information made by the Board or its Chief Executive Officer when investigating an application.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 318 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 247 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	1	\$ 372.00
Defence Production	103	1,686,770.00
Post Office	13	116,886.66
R.C.M.P.	3	19,480.09

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during September

During September the sum of \$972.75 was collected from 5 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 22 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Camp Gagetown N B: Montclair Construction Co, construction of school with gymnasium (Job 51/54); Key Land Services Ltd, site improvement & planting (Job 54/54); Borgstrom Bros Ltd, site improvement & planting (Job 56/54). *Valcartier P Q:* Tellier & Groleau, construction of housing units & ground services (DND 10/58). *Ajax Ont:* W E Scott, *exterior painting of houses (8/49). *Barriefield Ont:* T A Andre & Sons Ltd, construction of school (DND 8/57). *Deep River Ont:* M & S Martin Reg'd, site improvement & planting (AECL 18/56); M & S Martin Reg'd, site improvement & planting (AECL 20/56). *Petawawa Ont:* Ontario Power Line Construction Co, installation of electrical system (DND 11/56); Conniston Construction Co, site improvement & planting (DND 8/55). *Toronto Ont:* Fontaine Nursery Farm, site improvement & planting (FP 1/53). *Edmonton Alta:* Precision Construction (Edmonton) Ltd, construction of housing units & ground services (DND 10/58). *Belmont Park B C:* Farmer Construction Ltd, construction of housing units & services (DND 5/58).

Department of Citizenship and Immigration

Seven Islands Indian Agency P Q: Desrosiers et Freres Enrg, relocation & extension of Agency office, Seven Islands; Labrador Plumbing & Heating Inc, renovations to sewage disposal system at Seven Islands IRS. *James Bay Indian Agency Ont:* Pulsifier Construction Ltd, roof repairs at Moose Fort IRS, Moose Factory. *Clandeboye Indian Agency Man:* Bird Construction Co Ltd, erection of prefabricated two classroom school, Bloodvein Reserve. *Dauphin Indian Agency Man:* Canadian Brown Steel Tank Co Ltd, erection of fire escapes at Pine Creek IRS. *Fisher River Indian Agency Man:* Louis Ducharme & Associates Ltd, construction of residences, Peguis Central Reserve. *Carlton Indian Agency Sask:* Botting & Dent Ltd, heating renovations at Prince Albert IRS. *Blood Indian Agency Alta:* J C Edgar & Sons Ltd, plumbing renovations, Blood IRS. *Saddle Lake Indian Agency Alta:* St. Paul Foundry Ltd, construction of water supply system at Cold Lake Indian day school & construction of pumphouse & water supply system at Saddle Lake Indian day school, Saddle Lake Indian Reserve. *Bella Coola Indian Agency B C:* Widsten Marine Services Ltd, alterations & improvements at Klemtu Indian day school (Kitasso IR No 1), Klemtu Reserve. *Stuart Lake Indian Agency B C:* T & E Construction Co, supply & installation of water tank & incidental equipment at Lejac IRS. *Williams Lake Indian Agency B C:* Prince George House Movers Ltd, moving & re-establishing Alexis Bay day school, Redstone Flats.

Defence Construction (1951) Limited

Gander Nfld: Eastern Woodworkers Ltd, construction of drill & recreation hall (special type "A") & outside services, RCAF Station. *Bedford Basin N S:* Trynor Construction Co Ltd, asphalt paving at magazine area. *Greenwood N S:* Louis Donolo Inc, construction of roads, water & steam distribution systems, etc, RCAF Station; Powers Bros Ltd, installation of new boiler & auxiliary equipment, etc, central heating plant, RCAF Station. *Halifax N S:* Fundy Construction Co Ltd, construction of magazine & roads; Fundy Construction Co Ltd, construction of maintenance workshop & offices, Shannon Park. *Shearwater N S:* Trynor Construction Co Ltd, repairs to runways, etc. *HMCS Shearwater:* Shelburne N S: Standard Structural Steel Ltd, supply & erection of structural steel for terminal & generator bldgs at HMCS Shelburne. *Camp Gagetown N B:* Forbes & Sloat Ltd, construction of tank & anti-tank range. *Chatham N B:* Modern Construction Ltd, construction of addition to drill recreation hall, RCAF Station. *Valcartier P Q:* G M Gest Ltd, construction of joint fire alarm system. *Camp Borden Ont:* Dishar Steel, Division of Dominion Structural Steel Ltd, supply & erection of structural steel for garage (P-156). *Cobourg Ont:* Ruliff Grass Construction Co Ltd, construction of RCE offices & stores bldg & outside services. *Gloucester Ont:* P E Brule Co Ltd, supply & installation of antenna ground radials, etc, in connection with antenna array, HMCS Gloucester. *Kingston Ont:* Runnymede Steel Construction Ltd, supply & erection of structural steel for skating rink, RMC. *Ottawa Ont:* M J Sulpher & Sons Ltd, construction of curling rink, HMCS Carleton. *Camp Shilo Man:* Maple Leaf Construction Ltd, asphalt surfacing of RCASC & RCSA Mechanical Transport Compounds. *Portage la Prairie Man:* W & G Ellwood, construction of school extension & outside services, RCAF Station. *Dundurn Sask:* Dural Ltd, installation of water treatment plant. *Various Locations across Canada:* The Tower Co Ltd, *supply & delivery of prefabricated HF/DF Huts, RCN Supplementary Radio Command.

Building and Maintenance

Ancienne Lorette P Q: LaSalle Asphalte Ltee, repairs to hangar apron & hardstand (hangar No 1), RCAF CE & PE Cardo Detachment. *Senneterre P Q:* La Societe D'Enterprises Generales Ltee, construction of roads & parking areas, RCAF Station. *Belleville Ont:* Colt Contracting Co Ltd, exterior repointing & repairs of masonry & brickwork, Armoury. *Camp Borden Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of bldgs & steel arch hangars. *North Bay Ont:* Standard Paving Ltd, resurfacing of access road at RCAF Station. *Petawawa Ont:* Walker Painting & Decorating Co Ltd, exterior painting of bldgs at Camp. *Trenton Ont:* C A McDowell & Co, interior painting of PMQ's, RCAF Station. *Rivers Man:* D M Hawkins & Co, exterior painting of PMQ's, CJATC. *Winnipeg Man:* Swanson Construction Co Ltd, repairs to exterior brickwork & masonry, Fort Osborne Barracks. *Chilliwack B C:* Frogett & van der Mout, exterior painting of bldgs & PMQ's at Camp.

Department of Defence Production

Summerside P E I: Curran & Briggs Ltd, resurfacing of military road entrance, RCAF Station; D E MacLean, construction of access road to LF/MF beacon site, RCAF Station. *Bedford N S:* Dean's Nursery Ltd, *seeding & spraying of traverses, RCN, Bedford Magazine. *Cornwallis N S:* Fred Cleveland, interior painting & refinishing floors, officer's block, Bldg No 31-2, HMCS Cornwallis. *Greenwood N S:* Fred Cleveland, painting of markings on runways, RCAF station; Municipal Spraying & Contracting Ltd, *application of asphaltic pavement on roads and paths, RCAF Station. *Halifax N S:* S W Ferguson Ltd, scraping, cleaning, etc, & painting cranes, HMC Dockyard; S W Ferguson Ltd, reroofing of Barrington Street Armoury; Hillis & Sons Ltd, installation of exhaust hoods & fans in Bldg 3, RCAF Station, Gorsebrook. *Sydney N S:* Maritime Builders Ltd, extension to central heating plant, RCAF Station. *Lachine P Q:* Francis Hawkin & Co Ltd, cleaning of main sewers & manholes, sewage system, RCAF Station. *Montreal P Q:* Boiler Brickwork Co Ltd, general repairs to brickwork, water tube boilers, Heating Plant Bldg, No 37, DND area. *Parent P Q:* Paquin Construction Co Ltd, landscaping various DND areas, RCAF Station. *Ste Foy P Q:* Keet Construction Co Ltd, excavation, backfilling, concrete & masonry work, Community Centre. *Valcartier P Q:* Union Quarries & Paving Ltd, paving of roads & paths at CARDE. *Val d'Or P Q:* Marcel Cotes, exterior painting of bldgs at RCAF Detachment. *Barriefield Ont:* Foley Construction Ltd, replacement of concrete curbs & sidewalks, DND area. *Kingston Ont:* T A Andre & Sons Ltd, renovation of Armoury; Eaton Construction Co, renovation of

mess bldg, Barriefield Camp. *Mount Hope Ont*: E Hatcher & Son, interior painting of bldgs, RCAF Station. *Ottawa Ont*: J R Statham Construction Ltd, installation of storm windows, RCAF Bldg No 7, Victoria Island. *Owen Sound Ont*: E C King Contracting Ltd, repairs to roads & installation of curbs, guard rails & storm drains & construction of gravelled parking lot, Armoury. *Rockcliffe Ont*: Ambassador Mfg Co, installation of garage doors, RCAF Station. *Portage la Prairie Man*: H G Hay Decorating Co, interior painting of PMQ's, RCAF Station. *Shilo Man*: Maple Leaf Construction Ltd, repairs to roads, Military Camp. *Winnipeg Man*: Twin Cities Painting & Bldg Cleaning Co, repairs & painting, Bldg No 30, Fort Osborne Barracks. *Saskatoon Sask*: Foulds Construction Ltd, installation of garage & entrance doors, PMQ garages, RCAF Station; Jack Knorr Painting & Decorating, exterior painting of PMQ's, RCAF Station. *Edmonton Alta*: Nadon Paving Ltd, repairs to roads, Griesbach Barracks; O K Construction Ltd, repairs to roads, Griesback Barracks. *Namao Alta*: Automatic Sprinkler Co of Canada Ltd, conversion of sprinkler system, No 7 Supply Depot, RCAF Station, Lancaster Park. *Penhold Alta*: Asphalt Services Ltd, repairs to driveway, RCAF Station. *Camp Wainwright Alta*: Baril Construction, construction of concrete roadway, entrances & hard standing, RCEME Compound. *Burnaby B C*: A I M Steel Ltd, installation of chain link fence, No 2 CMU project; Hume & Rumble Ltd, erection of steel tower, No 2 CMU project, Burnaby Mountain. *Rocky Point B C*: W H Johnston, *interior painting in laboratory area, RCNAD. *Vernon B C*: S & S Electric Co Ltd, replacement of power line poles & installation of disconnect switches, Military Camp.

National Harbours Board

Saint John N B: Ross Engineering of Canada Ltd, installation of partial dust control system in grain elevator. *Montreal P Q*: Ieanda Ltd, construction of pile foundations for transit shed, sections 62-65; Chas Duranceau Ltd, construction of foundations for Administration Bldg & Toll Plaza at south shore end of Jacques Cartier Bridge; Miron Construction Ltd, placing of fill on Nun's Island, construction of Champlain Bridge.

National Research Council

Ottawa Ont: Paul Daoust Construction Ltd, construction of additional foundations to extend Bldg M-6 (Phase 3); Malloff Ltd, construction of cooling tower bldg; J E Copeland Co Ltd, construction of extension to Bldg M-7.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: County Construction Co Ltd, construction of comfort station at Brackley Beach. *Cape Breton Highlands National Park N S*: Fred Pierce Ltd, *supply & installation of oil fired furnace in Accountant's Residence. *Louisbourg N S*: Neil C McLean, *supply & construction of fence & repointing cairn at Kennington Cove National Historic Site. *Fundy National Park N B*: Paul's Plumbing & Heating, installation of plumbing services. Motel & Central Bldg; G H Hamilton & Son Ltd, *replacement of roof on 20 unit Motel. *Cabano P Q*: Edmond Pelletier, *repairs to fence, demolition of present monument & erection of new monument, Temiscouata Portage Historic Site. *Fort Lennox P Q*: Jean-Jaul Trahan Ltd, installation of heating system in Officers' Quarters (Museum) Bldg. *Fort Lennox National Historic Park P Q*: Roger Electric Inc, *installation of electrical wiring at Museum Bldg. *Fort Wellington National Historic Park Ont*: Peter Hage, *repainting various bldgs, Prescott; L Grant, *repointing stone entrance archway, Prescott. *Georgian Bay Islands National Park Ont*: Herb Carpenter, installation of plumbing & electrical systems for laundry & comfort station at Beausoleil Island. *Kingston Ont*: Kingston Roofing & Flooring Co Ltd, *renovations to Murney Tower. *Point Pelee National Park Ont*: William Pimiskern, construction of three comfort stations & shower & laundry bldg. *Riding Mountain National Park Man*: R A McGimpsey, *installation of heating system at Sugar Load Warden Station; R A McGimpsey, *installation of plumbing & heating systems at Warden's Residence, Oakburn District; R A McGimpsey, *installation of heating system at Rolling River Warden's Residence. *Banff National Park Alta*: Roger's Sheet Metal & Roofing Ltd, *installation of ventilation system, Cave & Basin Bathhouse, Banff; T H Ehlert, *plaster & lathing repairs, Cave & Basin Bathhouse, Banff. *Waterton Lakes National Park Alta*: Lethbridge Sheet Metal, *supply & installation of furnaces in two residences; Hall Bros, *installation of plumbing system in laundry & comfort station; Central Electric, *installation of electrical system, laundry & comfort station. *Fort Langley B C*: Moore Electric, *installation of electric cable from distribution centre to Fort Area. *Kootenay National Park B C*: Don Young, *installation of plumbing & heating systems at Warden's Residence, Sinclair Pass.

Department of Public Works

Prince Edward Island National Park P E I: Diamond Construction Co (1955) Ltd, grading, culverts & paving Brackley Point Road to West end of Rustico Island. *Brooklyn N S:* Mosher & Rawding Ltd, wharf repairs. *Cape Breton Highlands National Park N S:* Chisholm Construction Co Ltd, grading, culverts & base course, Mile 15 to Mile 21 and Mile 22.5 to Mile 23.5, Cabot Trail. *Cook's Cove N S:* H E McDonald, wharf replacement. *Factory Cove N S:* Campbell & McIsaac, construction of wharf. *Long Cove (Port Medway) N S:* Continental Construction Co Ltd, breakwater reconstruction. *Meteghan N S:* Clare Industries Ltd, breakwater repairs. *New Haven N S:* St Lawrence Construction Ltd, construction of breakwater. *Sydney N S:* R A Douglas Ltd, wharf repairs. *Clair N B:* City of Edmundston, paving yard area. Customs-Immigration Bldg. *Grand Falls N B:* Conrad Forget Inc, construction of federal bldg. *Hare Aubert (Amherst) M I, P Q:* Les Entreprises de l'Est Ltee, construction of wharf. *Hull P Q:* John Colford Contracting Co Ltd, installation of air conditioning system, Infirmary Health Unit, National Printing Bureau. *Montreal P Q:* Berwill Boiler & Steel Works Ltd, retubing of No 1 boiler, Postal Terminal. *Newport (Riviere des Ilots) P Q:* Carter & Girard Ltd, breakwater reconstruction. *Riviere-au-Tonnerre P Q:* Anatole Lavoie, wharf repairs. *St Jean I O, P Q:* Blouin & Vaillancourt Enr, construction of protection wall. *Sept Iles P Q:* C Jobin Ltee, erection of federal bldg. *Cedar Beach Ont:* Ontario Marine & Dredging Ltd, harbour repairs. *Colchester Ont:* Ruliff Grass Construction Co Ltd, resurfacing of wharf. *London Ont:* McKay-Cocker Construction Ltd, addition to Isolation Annex, Veterans' Hospital. *Ottawa Ont:* Dixon Van Lines Ltd, moving furniture, equipment, etc. Trade & Commerce Bldg; Canadian Laboratory Supplies Ltd, supply & installation of laboratory equipment, Geological Bldg, Booth St; J R D'Aoust Reg'd, conversion & modernization of north & south elevator shaftways, Connaught Bldg; Roland Lariviere Ltd, rebuilding of chimneys, Rideau Hall; John Colford Contracting Co Ltd, boiler replacement, Central Heating Plant, Booth St; Otis Elevator Co, repairs to elevators, Old Printing Bureau; *Port Colborne Ont:* Intrusion-Prepakt Ltd, breakwater repairs. *Port Hope Ont:* Canadian Dredge & Dock Co Ltd, repairs to East pier; A E Hawkin Co Ltd, demolition & removal of abandoned cribwork, East pier. *Rockcliffe Ont:* Sirotek Construction Ltd, construction of Administration Bldg, RCMP (Air Division). *Timmins Ont:* Hill-Clark-Francis Ltd, construction of RCMP detachment quarters. *North Portal Sask:* P W Graham & Sons Ltd, construction of canopy supports at Customs-Immigration Bldg. *Fort Chipewyan Alta:* Edmonton Construction Co Ltd, construction of teacher's residence & power house, Fort Chipewyan Holy Angels residential school. *Banff National Park Alta:* Mannix Co Ltd, reconstruction of Banff Ave, Banff Townsite. *Lac La Biche Alta:* Quam Construction Co, breakwater wharf repairs. *Departure Bay B C:* A & B Construction Co Ltd, construction of salmon tanks, Pacific Biological Station. *Esquimalt B C:* Farmer Construction Ltd, reconditioning of graving dock, RCN Dockyards. *Fraser River (Harrison River) B C:* Greenlees Pile-driving Co Ltd, construction of control structures. *Ganges B C:* Greenlees Piledriving Co Ltd, float extension & wharf repairs. *Glacier National Park B C:* Dawson, Wade & Co Ltd, grading, culverts & bridge construction, Mile 12.4 to Mile 18.7, Trans-Canada Hwy. *Kootenay National Park B C:* P F Law Construction Ltd, grading, culverts, base course & prime coat, Mile 9.5 to Mile 18, Banff-Windermere Hwy. *Ladner B C:* Pacific Piledriving Co Ltd, float & wharf renewal. *Lower Post B C & Watson Lake Y T:* Dawson & Hall Ltd, addition & alterations to IRS, Yukon Agency, Lower Post, & construction of RCMP detachment quarters, Watson Lake. *New Westminster B C:* Vancouver Pile Driving & Contracting Co Ltd, foundation renewal, Fisheries Station. *Sullivan Bay B C:* L K Creelman Co Ltd, construction of float & shed. *Vananda B C:* Victoria Pile Driving Co Ltd, harbour improvements. *Vancouver B C:* R D Bristow Ltd, cleaning, repointing, waterproofing of stonework & painting exterior of Old Federal Bldg. *Yoho National Park B C:* New West Construction Co Ltd, grading, culverts, sub-base & base course Mile 0 to Mile 5, Emerald Lake Road. *Cambridge Bay N W T:* Progress Electric Ltd, electrical work in various bldgs for Dept of N A & N R. *Fort Simpson N W T:* Edmonton Construction Co Ltd, construction of various bldgs for Dept of Transport & Dept of N A & N R. *Fort Smith N W T:* Yukon Construction Co Ltd, construction of bldgs for Dept of N A & N R & Dept of Transport. *Yellowknife N W T:* Edmonton Construction Co Ltd, construction of federal housing; O I Johnson Construction Ltd, alterations to federal bldg; Lundstrom & Einar Brotén, repairs to seaplane wharf. *Mayo Y T:* V B Humphrey Construction Ltd, construction of RCMP detachment quarters.

Contracts Containing The General Fair Wages Clause

Skinner's Pond P E I: Norman N MacLean, dredging. *Chapel Cove N S:* Harriss & Harriss, dredging. *Grand Etang N S:* Hariss & Hariss, dredging. *Pictou N S:* Ferguson

Industries Ltd, construction of six pontoons for Dredge No 12. *Bay du Vin N B*: Roger LeBlanc, dredging. *Moncton N B*: W R McLaughlin, alterations to UIC bldg; Hi-Lite Electric Ltd, installation of circuit breakers in federal bldg. *Seeley's Cove N B*: Saint John Dredging Co Ltd, dredging. *Blackpool P Q*: W Keddy & Sons Ltd, alterations to Customs & Excise bldg. *Jonquiere P Q*: Les Ateliers Couture, alterations to Post Office bldg. *Levis P Q*: Adelard Laberge Ltd, painting at federal bldg. *Montreal P Q*: Hefferman Tiles Ltd, installation of linoleum in Converters Bldg. *Quebec P Q*: L Marcon & Frere, platform surfacing at Postal Terminal. *Ragueneau P Q*: Fortunat Bernard, dredging. *Bath Ont*: Ray S Hicks, screenline repairs in federal bldg. *Bay of Quinte Ont*: Ontario Marine & Dredging Ltd, dredging. *Fort William Ont*: Thunder Bay Harbour Improvements Ltd, dredging. *Honey Harbour (Lily Pond) Ont*: Ontario Marine & Dredging Ltd, dredging. *Leamington Ont*: McNamara Construction Co Ltd, dredging. *Lindsay Ont*: L T Braunton Co Ltd, installation of dumbwaiter in federal bldg. *Nanticoke Creek Ont*: Dean Construction Co Ltd, dredging. *Ottawa Ont*: E Quipp & Co, alterations to Old Printing Bureau; P J Dunk, installation of valves in Old Printing Bureau; Ottawa Mechanical Services, boiler room repairs at Tunney's Pasture; Modern Decoration, exterior repairs at Tunney's Pasture; Canadian Baggage & Transfer Co, moving IBM installations from No 3 Bldg & British-American Bank Note Bldg to Dept of Finance Annex Bldg, Tunney's Pasture; Ted Wojdacki, redecoration at RCMP Headquarters bldg; F C Valiquette, floor alterations at Public Archives bldg; Evenson Bros, boiler repairs at Archives Bldg; L Beaudoin Construction, repairs to retaining wall, Experimental Farm; Rene Cleroux, repairs to central heating plant, Experimental Farm; A Lanctot Construction, installation of partitions, Old Bank Note Bldg; Fournier Van & Storage Ltd, moving Patents & Copyright offices from Woods Bldg to No 8 Bldg, & Department of Citizenship & Immigration offices to Woods Bldg; Presley Painting & Decoration, exterior painting, Royal Canadian Mint; Servant Electric Reg'd, lighting repairs, Centre Block, Parliament Bldgs. *Picton Ont*: F C Valiquette, parapet wall repairs at federal bldg. *Toronto Ont*: Taylor Bros, installation of shelving in bldg at 4 Mowat Ave. *Wingham Ont*: W White, repairs to wall, federal bldg. *Churchill Man*: Smith & Co, repairs to Government-owned houses, Site "A". *Minnedosa Man*: Minnedosa Plumbing & Heating, boiler repairs in federal bldg. *Regina Sask*: Home Petroleum Construction Ltd, installation of fuel oil tanks, Post Office bldg. *Vancouver B C*: B C Hardwood & Millwork Ltd, installation of shelving in Post Office bldg; Allied Builders Ltd, construction of twin screw shallow draft dredge tender. *Victoria B C*: Loyd's Painting & Paperhanging, exterior painting at Observatory.

Department of Transport

Goose Bay Labrador: Evan S Martin Construction Ltd, construction of staff dwellings, living quarters & related work. *Cape Anguille Nfld*: R G McDougall Ltd, construction of light tower, fog alarm bldg & storage shed & demolition of existing bldgs. *Cape Ray Nfld*: R G McDougall Ltd, construction of light tower. *Gander Nfld*: Whelpton Electric Ltd, installation of airport lighting facilities. *Halifax N S*: Diamond Construction (1955) Ltd, additional development at International airport. *Point Lepreau N B*: W G Usher Co Ltd, construction of light tower. *Montreal P Q*: The Highway Paving Co Ltd, additional development of Dorval airport; P H Longley & Co Ltd, construction of regional field office & laboratory bldg. *Glen Ross Ont*: Riverside Construction, erection of lock-master's dwelling at Lock No 7. *Gore Bay Ont*: J M Fuller Ltd, addition to operations bldg; Carrington Construction Co Ltd, surfacing of parking area at aerodrome. *Healy Falls Ont*: Francis G Beaudoin, erection of bridgemaster's dwelling. *Malton Ont*: The Bell Telephone Co of Canada, replacement of defective control cable for AASR equipment at airport; Fisher-Farrand Ltd, resurfacing of roads & parking areas at airport. *Ottawa Ont*: M J Sulpher & Sons Ltd, construction of standards laboratory bldg & related work; H J McFarland Construction Co Ltd, additional development at airport; J Becker Inc, installation of steam & condensate mains to Terminal & ancillary bldgs at Uplands airport. *Winnipeg Man*: Commonwealth Construction Co Ltd, construction of access roads to outer & middle marker sites at airport. *Swift Current Sask*: Power Installations (Sarnia) Ltd, installation of airport lighting facilities. *Alexco Alta*: T B Larson Construction Ltd, construction of non-directional beacon & related work. *Nootka B C*: J A Stewart & Saxton Construction Ltd, construction of dwelling & demolition of existing tower & dwelling. *Patricia Bay B C*: I C R Electric Ltd, installation of intensity lighting system at airport. *Princeton B C*: Kenyon & Co Ltd, construction of auxiliary power house & transmitter bldg. *Sandpit B C*: Stange Construction Co Ltd, construction of water supply reservoir & pumpplants at airport. *Tofino B C*: Thomas Gibson, modifications for administration & radio control bldg. *Williams Lake B C*: Dawson, Wade & Co Ltd, additional development at airport.

PRICES AND THE COST OF LIVING

Consumer Price Index, October 1958

The consumer price index (1949=100) reached a new high at the beginning of October, rising 0.3 per cent from 125.6 in September to 126.0. In October 1957 it stood at 123.4*.

Upward movements occurred in all five group indexes. The food, clothing, and household operation indexes each rose 0.4 per cent; increases in shelter and other commodities and services amounted to 0.1 per cent and 0.2 per cent, respectively.

The food index rose from 122.9 to 123.4. Beef prices, after easing since June, edged upwards. Prices were higher for most imported fruits and vegetables, particularly oranges, grapefruit, tomatoes and lettuce. Pork prices continued downwards, with lower prices also reported for eggs, coffee, and most domestically grown fruits and vegetables, notably apples and potatoes.

The shelter index was up fractionally from 139.4 to 139.6 as the national index of rents was unchanged but the homeownership component increased 0.3 per cent.

The clothing index increased from 109.5 to 109.9, largely reflecting higher prices on new seasons' women's and girls' winter coats, compared with prices in effect at the close of last season.

An increase in the household operation index from 120.8 to 121.3 resulted from a combination of higher prices for coal and electricity; furniture and appliance prices up from previous month's sale prices; and increases for household supplies and services, including soaps, detergents, and some local telephone rates.

Generally higher fees for doctors, dentists and optical care were mainly responsible for carrying the other commodities and services index from 131.5 to 131.8. Somewhat higher prices were also recorded for gasoline, inter-urban bus fares, and local transportation, including taxi fares.

Group indexes in October 1957 were: food 121.7, shelter 135.9, clothing 108.7, household operation 120.1, and other commodities and services 127.4.

City Consumer Price Indexes, September 1958

Consumer price indexes were higher in five of the ten regional cities between the beginning of August and September, with increases ranging from 0.4 per cent in

Edmonton-Calgary to 1.0 per cent in Montreal; lower in four, declines ranging from 0.1 per cent in Halifax to 0.5 per cent in St. John's; and the Saint John index was unchanged*.

Food indexes declined in five of the six eastern regional cities, rising only in Montreal. In contrast, food indexes rose in all four western cities.

Shelter indexes rose in eight regional cities and were unchanged in Halifax and Ottawa. Clothing indexes were lower in three cities, unchanged in four and up slightly in the other three regional cities. Household operation indexes rose in seven cities, were unchanged in two and declined fractionally in Ottawa.

The other commodities and services group indexes moved up in five regional cities, were unchanged in four and eased slightly in the tenth city. Street car and bus fares increased sharply in Montreal and hospital rates were up in Montreal, Ottawa and Toronto. New passenger car prices were down somewhat in a number of cities. Magazine subscription rates increased across the country.

Regional consumer price index point changes between August and September were as follows: Montreal +1.2 to 126.1; Vancouver +0.9 to 126.0; Saskatoon-Regina +0.8 to 123.0; Winnipeg +0.6 to 123.3; Edmonton-Calgary +0.5 to 121.8; St. John's -0.6 to 112.5†; Ottawa -0.3 to 125.7; Toronto -0.2 to 128.7; Halifax -0.1 to 123.1. Saint John remained unchanged at 125.7.

Wholesale Price Index, September 1958

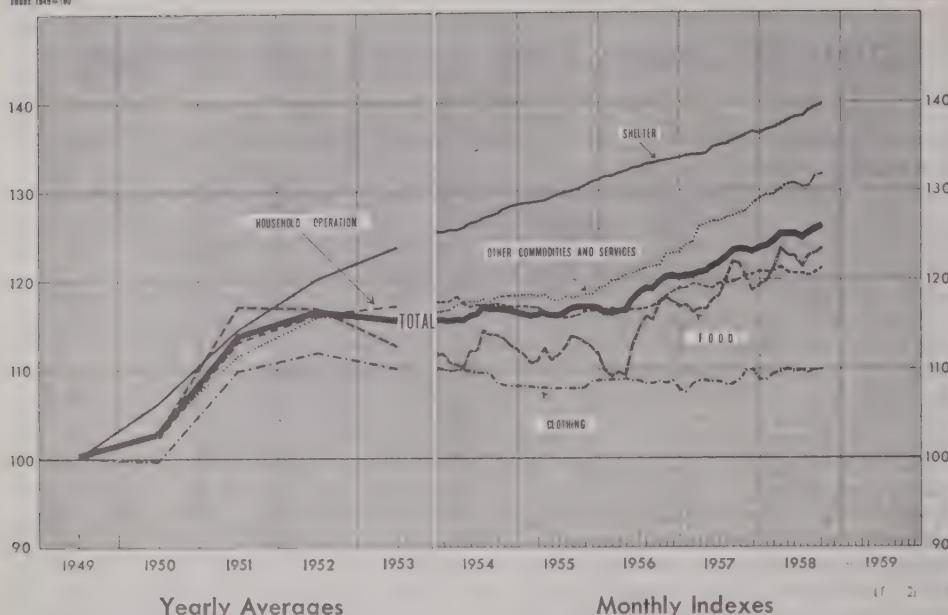
Following three successive monthly decreases, Canada's general wholesale price index (1935-39=100) rose slightly from 226.8 to 227.1 between August and September. Four of the eight major group indexes were higher, two receded and the remaining two were unchanged. The general index was slightly higher than last year's September figure of 227.0.

Higher prices recorded for paper board, cedar, woodpulp and newsprint contributed most to a 1.2-per-cent increase in the wood products index from 297.9 in August to 301.5. This marks the highest point the index has reached since September 1956,

*See Table F-2 at back of book.

†On base June 1951=100.

*See Table F-1 at back of book.



when it stood at 302.5. Higher prices for copper (electrolytic domestic) and silver offset decreases in tin ingots and caused the non-ferrous metals group index to increase 0.8 per cent from 164.2 to 165.6. Non-metallic minerals advanced 0.4 per cent from 186.7 to 187.5; the textiles index 0.2 per cent from 227.8 to 228.2.

Animal products declined 1.3 per cent, moving from 249.4 to 246.1; the vegetable products index eased 0.1 per cent from 198.3 to 198.2.

Chemical products at 183.4 and iron products at 251.6 showed no change from August.

The residential building materials price index (1949=100) rose 0.5 per cent from 127.7 in August to 128.4 in September. The non-residential building materials series (1949=100) moved up 0.2 per cent from 129.4 to 129.6.

U.S. Consumer Price Index, September 1958

The United States consumer price index (1947-49=100) remained unchanged at 123.7 between mid-August and mid-September. Food prices dropped slightly but the decrease was balanced by higher prices for clothing, medical care and transportation.

The previous month the index had registered its first decrease in two years but the September index was still 2.1 per cent higher than that in September 1957, when it stood at 121.1.

U.K. Index of Retail Prices, August 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined for the second consecutive month between mid-July and mid-August, dropping from 108.5 to 108.3. It was still two tenths of a point higher than in January and almost two full points higher than the previous August's 106.4.

The share of labour costs in West German industry's sales value went up by 7 per cent and reached 19.2 per cent in the first half of 1958, compared with 18.5 per cent at the same time last year.

The total of industrial wages and salaries increased 2 per cent from January to July 1958 but the number of hours worked in industry dropped 2.4 per cent as the result of collectively agreed cuts in regular working time.

STRIKES AND LOCKOUTS

September 1958

In September, close to 47,000 workers in Canada were involved in a total of 56 work stoppages amounting to 496,780 man-days.

The number of man-days lost during September was nearly twice as high as in August*, and higher than the totals recorded in any month since July 1952. The number of workers on strike or locked out during September also represented the highest monthly total in six years.

More than half of the time loss for the month resulted from the continuing strike of 8,000 steelworkers in Hamilton, and from a dispute in Toronto which eventually involved some 15,000 construction workers. Another important work stoppage in September was the strike of 13,000 workers employed by the International Nickel Company of Canada in Sudbury and Port Colborne.

Of the 56 work stoppages reported during September, 21 involved 100 or more workers. Eleven of these larger work stoppages had started prior to September, and four of the eleven were still in progress at the end of the month. All but three of the ten larger work stoppages that began during September were still in progress at the end of the month.

Among the provinces, Ontario had the largest number of work stoppages and also the highest time loss: approximately three quarters of the total time loss during Sep-

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during September 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

tember was recorded in Ontario. More than four fifths of the time loss in that province was caused by three stoppages: the steel strike in Hamilton, the strike of workers employed by the International Nickel Company of Canada, and the dispute involving construction workers in Toronto.

Much of the time loss recorded during the month in Quebec was the result of a strike of approximately 1,800 shipbuilding workers in Lauzon; this stoppage, which began in mid-August, was still in progress at the end of September. In British Columbia, a large proportion of the time loss recorded during September was caused by a strike involving 1,300 longshoremen employed by the B.C. Shipping Federation. This work stoppage ended on September 24.

Work stoppages, mostly small, were also reported from nearly all other provinces. The largest work stoppage outside Ontario, Quebec and British Columbia involved 900 longshoremen in Newfoundland. This work stoppage began on August 21 and ended in mid-September.

Table 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, SEPTEMBER 1958.

Industry	No. of Strikes and Lockouts	No. of Workers	Time Loss
Mining	3	13,426	82,650
Manufacturing	29	18,695	257,445
Construction	11	17,292	108,310
Transportation	6	2,321	45,170
Trade	4	121	1,555
Service	3	89	1,650

Table 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, SEPTEMBER 1958.

Province	No. of Strikes and Lockouts	No. of Workers	Time Loss
Newfoundland	1	900	13,500
Nova Scotia	3	589	8,070
New Brunswick	1	100	400
Quebec	10	2,604	44,340
Ontario	34	39,995	388,040
Alberta	2	262	5,130
British Columbia ..	5	2,434	37,300

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 23, 1958

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,306	110	447	1,783	2,303	1,099	564
Agricultural.....	875	*	65	204	217	356	32
Non-Agricultural.....	5,431	109	382	1,579	2,086	743	532
Males.....	4,782	92	346	1,358	1,709	844	433
Agricultural.....	785	*	61	189	186	318	30
Non-Agricultural.....	3,997	91	285	1,169	1,523	526	403
Females.....	1,524	18	101	425	594	255	131
Agricultural.....	90	*	*	15	31	38	*
Non-Agricultural.....	1,434	18	97	410	563	217	129
All Ages.....	6,306	110	447	1,783	2,303	1,099	564
14—19 years.....	735	13	59	252	225	139	47
20—24 years.....	801	17	61	259	272	130	62
25—44 years.....	2,834	50	177	793	1,066	479	269
45—64 years.....	1,706	28	128	430	651	305	164
65 years and over.....	230	*	22	49	89	46	22
<i>Persons with Jobs</i>							
All status groups.....	6,025	98	419	1,675	2,220	1,080	533
Males.....	4,548	81	320	1,269	1,641	830	407
Females.....	1,477	17	99	406	579	250	126
Agricultural.....	868	1	63	202	216	355	31
Non-Agricultural.....	5,157	97	356	1,473	2,004	725	502
Paid Workers.....	4,762	82	320	1,340	1,877	690	453
Males.....	3,456	67	235	979	1,351	487	337
Females.....	1,306	15	85	361	526	203	116
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	281	12	28	108	83	19	31
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,085	154	438	1,428	1,706	853	506
Males.....	905	45	90	229	275	154	112
Females.....	4,180	109	348	1,199	1,431	699	394

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended August 23, 1958		Week Ended July 19, 1958		Week Ended August 24, 1957	
	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾
Total looking for work.....	300	285	320	304	191	180
Without Jobs.....	281	267	291	278	176	167
Under 1 month.....	81	—	86	—	67	—
1—3 months.....	104	—	93	—	70	—
4—6 months.....	40	—	49	—	21	—
7—12 months.....	42	—	51	—	14	—
13—18 months.....	•	—	•	—	•	—
19—and over.....	•	—	—	—	—	—
Worked.....	19	18	29	26	15	13
1—14 hours.....	*	*	10	*	*	*
15—34 hours.....	13	12	19	17	11	10

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,046	56,828
1956 Total.....	3,029	31,396	90,862	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,184	154,226
1957 1st six months.....	3,413	34,937	96,157	23,822	24,087	182,416	106,639
1958 1st six months.....	1,700	15,256	34,403	8,723	7,662	67,744	34,129

(1) Total includes 3,883 whose destination is not specified.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,583	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1957 1st six months.....	9,750	11,054	4,027	4,525	10,139	8,290	1,761	39,515	14,879	424	104,364
1958 1st six months.....	4,058	4,107	766	1,380	5,952	3,076	325	10,806	5,011	261	35,742

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1953 Averages*	73	329	70	252	217	35	976
1954 Averages.....	73	323	69	261	239	35	1,000
1955 Averages.....	77	342	78	278	256	37	1,068
1956 Averages.....	87	379	93	307	283	41	1,190
1957 Averages.....	90	397	97	335	316	44	1,279
1957—August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381	75	328	325	43	1,232
March.....	75	381	78	328	326	42	1,233
April.....	72	387	90	337	331	44	1,261
May.....	82	395	105	347	342	44	1,315
June.....	90	399	114	351	352	46	1,352
July.....	92	396R	114	353	335	46	1,336R
August.....	94P	393P	119P	353P	341P	46P	1,346P

* Includes Newfoundland, since 1949. R—revised; P—preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees. At August 1, employers in the principal non-agricultural industries reported a total employment of 2,566,408.

TABLE C-1. EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers		Average Weekly Wages and Salaries	\$	Index Numbers		Average Weekly Wages and Salaries	\$
	Employ- ment	Aggregate Weekly Payrolls			Employm- ment	Average Weekly Payrolls		
1947—Average.....	85.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Jan.	100.0	100.0	100.0	—	100.0	100.0	100.0	—
1950—Jan.—Aug.	101.5	106.0	101.4	44.84	100.9	106.2	105.1	46.21
1951—Jan.—Aug.	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Jan.—Aug.	111.6	110.3	126.0	51.13	109.3	139.7	127.6	50.11
1953—Jan.—Aug.	113.4	151.5	133.4	57.30	113.3	152.4	131.2	59.01
1954—Jan.—Aug.	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Jan.—Aug.	112.5	160.1	111.7	60.87	109.3	158.4	144.1	63.31
1956—Jan.—Aug.	120.1	180.5	119.4	61.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.08
Jan.	127.6	201.0	159.2	68.41	118.1	189.1	159.1	69.95
Feb.	127.6	201.2	159.4	68.48	118.5	189.2	158.7	69.77
Mar.	126.9	201.1	160.2	68.81	118.1	189.9	159.9	70.20
Apr.	125.2	201.3	160.1	68.79	110.2	188.1	161.2	70.86
May	122.5	198.2	161.2	60.24	113.3	186.0	163.0	71.69
1958								
Jan.	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb.	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar.	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr.	112.9	185.3	163.1	70.20	108.3	180.4	165.6	72.80
May	114.6	188.3	163.8	70.35	108.8	181.0	165.8	72.92
June	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July	121.3	200.3	161.0	70.70	112.0	187.4	166.2	73.06
Aug.	121.8	201.3	164.7	70.75	111.7	185.7	165.2	72.63

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Trade, hotel and restaurants, (7) Finance, insurance and real estate and (8) Service, including business, professional, technical, clerical, sales, library and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1958	July 1 1958	Aug. 1 1957	Aug. 1 1958	July 1 1958	Aug. 1 1957
(a) Provinces						
Newfoundland.....	138.2	133.4	150.2	61.94	62.28	63.31
Prince Edward Island.....	120.8	117.8	125.2	50.89	52.11	50.92
Nova Scotia.....	100.2	97.0	105.1	58.37	59.13	56.50
New Brunswick.....	101.9	100.2	109.8	58.72	56.82	57.36
Quebec.....	120.5	120.4	125.0	68.19	67.29	65.58
Ontario.....	122.1	122.5	127.7	73.82	73.96	71.22
Manitoba.....	113.7	112.0	116.3	67.47	67.87	65.22
Saskatchewan.....	135.9	133.8	136.9	69.37	68.99	66.10
Alberta (including Northwest Territories).....	160.0	155.5	163.0	72.51	73.32	69.18
British Columbia (including Yukon).....	118.8	118.0	113.9	74.71	75.51	73.93
Canada.....	121.8	121.3	127.6	70.75	70.70	68.41
(b) Metropolitan Areas						
St. John's.....	133.1	127.3	131.9	50.61	50.74	50.47
Sydney.....	91.6	90.8	93.2	75.14	75.26	72.41
Halifax.....	113.3	112.3	117.3	57.69	57.51	55.31
Saint John.....	92.8	94.1	97.8	54.86	54.04	52.38
Quebec.....	112.2	112.4	115.1	59.08	58.71	56.88
Sherbrooke.....	97.2	97.2	107.6	57.76	57.29	55.92
Three Rivers.....	116.6	120.0	124.9	64.96	64.02	63.38
Drummondville.....	70.1	72.7	75.2	58.40	58.16	56.71
Montreal.....	122.5	123.1	126.1	69.69	68.34	66.64
Ottawa—Hull.....	123.3	123.0	123.0	65.36	65.09	62.73
Peterborough.....	98.5	98.4	106.4	78.79	77.91	74.29
Oshawa.....	147.5	173.1	171.1	72.92	80.36	73.08
Niagara Falls.....	112.6	115.0	132.9	72.89	74.51	73.38
St. Catharines.....	106.3	113.4	125.2	79.16	80.51	78.60
Toronto.....	131.4	131.8	132.8	75.00	74.65	71.53
Hamilton.....	108.7	109.1	117.4	78.12	77.65	75.19
Brantford.....	84.4	86.3	87.9	66.14	66.98	64.18
Galt.....	112.6	112.1	118.4	63.34	63.75	61.15
Kitchener.....	115.8	114.9	117.2	66.07	66.88	63.95
Sudbury.....	136.1	138.0	147.8	77.11	86.58	85.31
London.....	121.0	121.9	119.9	67.28	66.94	64.23
Sarnia.....	130.5	134.7	144.5	90.42	92.13	87.65
Windsor.....	78.4	82.1	97.0	78.05	77.96	74.20
Sault Ste. Marie.....	145.7	142.1	146.0	86.14	86.08	86.32
Ft. William—Pt. Arthur.....	125.6	122.9	129.0	70.98	72.37	72.64
Winnipeg.....	109.8	108.6	110.2	63.66	64.34	61.21
Regina.....	125.7	126.6	127.7	65.25	65.38	65.23
Saskatoon.....	140.8	138.0	135.6	64.57	63.87	60.91
Edmonton.....	187.5	185.7	188.4	69.05	69.03	66.21
Calgary.....	166.2	160.0	168.6	68.02	68.61	65.57
Vancouver.....	116.3	116.2	126.0	74.35	74.38	71.60
Victoria.....	117.1	116.8	124.6	68.85	69.63	64.97

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1958	July 1 1958	Aug. 1 1957	Aug. 1 1958	July 1 1958	Aug. 1 1957
Mining	127.0	126.8	131.7	84.72	86.08	83.39
Metal mining.....	141.6	141.2	141.9	86.21	88.51	86.93
Gold.....	76.4	75.9	78.3	71.09	72.87	70.67
Other metal.....	202.4	202.2	201.2	91.54	93.99	92.83
Fuels.....	100.5	99.3	110.0	86.33	87.22	81.66
Coal.....	54.9	53.7	59.7	69.55	71.17	63.80
Oil and natural gas.....	279.1	277.9	293.2	99.24	99.35	94.93
Non-metal.....	140.2	143.5	151.6	74.42	72.88	72.13
Manufacturing	111.7	112.0	118.1	72.63	73.06	69.95
Food and beverages.....	121.8	116.1	122.2	64.12	65.00	60.92
Meat products.....	135.4	131.9	130.4	72.86	73.85	69.41
Canned and preserved fruits and vegetables.....	140.1	106.3	161.5	51.41	54.51	47.33
Grain mill products.....	104.0	105.8	104.9	71.81	72.20	68.67
Bread and other bakery products.....	111.7	111.4	112.4	64.66	64.95	61.73
Biscuits and crackers.....	95.7	98.1	96.2	54.98	55.03	52.64
Distilled and malt liquors.....	112.6	108.6	112.0	84.77	84.34	80.56
Tobacco and tobacco products.....	90.4	91.2	87.1	75.62	70.25	68.96
Rubber products.....	100.3	100.2	108.2	74.88	75.89	70.54
Leather products.....	86.6	85.8	88.8	49.49	49.62	47.75
Boots and shoes (except rubber).....	92.2	91.1	94.2	46.84	46.75	45.79
Textile products (except clothing).....	75.4	76.4	83.9	58.14	58.60	55.68
Cotton yarn and broad woven goods.....	72.1	74.2	82.6	52.29	53.98	51.59
Woolen goods.....	59.7	58.3	71.4	55.85	56.32	53.12
Synthetic textiles and silk.....	78.6	78.6	86.3	65.34	65.21	62.07
Clothing (textile and fur).....	89.3	88.9	92.3	46.01	44.90	44.20
Men's clothing.....	92.5	93.2	98.7	44.87	44.71	42.57
Women's clothing.....	92.6	90.2	91.7	47.85	44.69	46.35
Knit goods.....	74.8	74.5	78.2	45.00	44.32	43.86
Wood products.....	109.3	108.0	112.7	61.92	62.47	59.43
Saw and planing mills.....	112.7	110.7	114.9	63.01	64.17	60.72
Furniture.....	109.6	109.2	112.9	61.59	60.58	58.70
Other wood products.....	92.9	93.1	102.0	56.45	57.17	54.17
Paper products.....	124.4	124.7	127.9	84.39	85.09	84.42
Pulp and paper mills.....	125.0	124.9	130.8	89.98	91.08	90.91
Other paper products.....	123.0	124.0	120.8	70.39	70.18	66.93
Printing, publishing and allied industries.....	118.7	119.5	119.6	79.00	78.57	75.21
Iron and steel products.....	103.2	104.4	115.1	82.04	82.00	78.93
Agricultural implements.....	56.3	61.6	61.1	80.24	83.65	76.01
Fabricated and structural steel.....	162.5	163.1	179.4	83.65	83.05	79.34
Hardware and tools.....	88.6	90.2	96.4	73.41	73.92	72.23
Heating and cooking appliances.....	101.4	99.8	101.3	71.89	71.75	68.05
Iron castings.....	93.6	95.8	103.5	77.14	77.31	75.32
Machinery mfg.....	106.9	108.0	125.3	78.84	78.79	75.48
Primary iron and steel.....	111.3	110.7	128.8	93.42	92.74	90.41
Sheet metal products.....	104.0	103.7	114.4	82.05	80.32	77.71
Transportation equipment.....	122.1	129.5	143.2	80.42	82.00	77.34
Aircraft and parts.....	367.1	370.0	396.5	88.43	87.97	81.17
Motor vehicles.....	96.0	106.3	127.5	82.29	87.79	80.20
Motor vehicle parts and accessories.....	88.4	105.2	110.7	78.06	81.43	76.16
Railroad and rolling stock equipment.....	77.4	79.3	92.9	72.40	73.77	72.21
Shipbuilding and repairing.....	143.7	151.8	154.4	76.20	76.04	75.21
Non-ferrous metal products.....	126.6	127.3	122.0	83.72	85.00	80.18
Aluminum products.....	131.2	128.8	141.8	81.78	80.36	75.08
Brass and copper products.....	104.8	104.5	108.3	77.40	78.52	74.34
Smelting and refining.....	152.6	154.2	136.3	90.12	92.22	88.83
Electrical apparatus and supplies.....	134.4	135.8	150.7	79.31	77.57	75.09
Non-metallic mineral products.....	140.1	137.0	139.5	77.00	76.84	73.06
Clay products.....	109.1	109.0	105.6	69.13	70.06	68.29
Glass and glass products.....	132.8	124.9	136.3	74.20	73.40	67.98
Products of petroleum and coal.....	143.1	144.2	146.6	102.66	105.19	100.75
Chemical products.....	132.4	133.1	134.9	83.58	83.60	79.23
Medicinal and pharmaceutical preparations.....	120.7	119.9	114.7	76.08	74.77	69.81
Acids, alkalis and salts.....	149.5	152.3	146.3	93.25	93.60	88.93
Miscellaneous manufacturing industries.....	119.9	120.3	111.8	65.04	64.88	60.76
Construction	147.1	140.1	155.4	76.40	74.91	75.14
Building and general engineering.....	145.1	138.6	163.6	83.63	81.19	82.47
Building.....	146.4	137.2	164.9	81.14	79.29	80.44
General engineering.....	139.4	137.7	158.1	94.57	93.12	91.27
Highways, bridges and streets.....	150.4	142.5	150.1	65.20	65.11	62.38
Service	142.2	141.3	140.8	47.83	47.96	45.15
Hotels and restaurants.....	135.9	134.1	138.1	37.95	38.47	37.05
Laundries and dry cleaning plants.....	116.6	118.3	115.7	42.70	43.33	41.44
Other service.....	191.7	189.9	182.7	71.74	71.70	67.34
Industrial composite	121.8	121.3	127.6	70.75	70.70	68.41

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	August 1, 1958	July 1, 1958	August 1, 1957	August 1, 1958	July 1, 1958	August 1, 1957
Newfoundland.....	38.0	42.4	44.1	152.2	144.8	152.4
Nova Scotia.....	40.7	41.1	41.9	146.7	148.0	143.5
New Brunswick.....	42.2	41.8	42.2	143.9	142.5	140.3
Quebec.....	41.3	40.8	41.6	149.9	150.7	144.1
Ontario.....	40.3	40.6	40.3	174.0	174.8	169.1
Manitoba.....	40.3	40.9	40.1	154.6	155.1	150.2
Saskatchewan.....	39.3	39.7	39.7	177.2	176.8	166.9
Alberta ⁽¹⁾	39.8	40.9	40.1	173.2	174.9	166.5
British Columbia ⁽²⁾	37.2	37.3	37.3	199.5	201.2	189.3

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE.—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics.)

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	120.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958 ⁽¹⁾	40.4	165.8	66.98	160.6	125.2	128.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages			
	Aug. 1		July 1	Aug. 1		July 1	Aug. 1		Aug. 1	
	1958	1958	1957	no.	no.	cts.	cts.	cts.	\$	\$
Mining.....	40.6	41.6	42.0	194.8	195.3	187.9	70.09	81.24	78.92	
Metal mining.....	40.4	41.9	42.8	203.2	203.3	196.1	82.09	85.18	83.93	
Gold.....	41.6	43.0	41.8	159.4	158.7	158.6	66.31	68.24	66.29	
Other metal.....	39.9	41.5	43.2	220.4	220.5	210.5	87.94	91.51	90.94	
Fuels.....	39.7	40.7	39.2	186.4	185.8	180.0	74.00	75.62	70.56	
Coal.....	39.1	40.3	37.4	172.8	172.4	163.7	67.56	69.48	61.22	
Oil and natural gas.....	40.6	41.4	42.5	209.5	210.2	205.6	85.06	87.02	87.38	
Non-metal.....	43.3	41.7	43.1	170.0	172.3	164.6	73.61	71.85	70.94	
Manufacturing.....	40.4	40.5	40.5	165.8	166.6	160.4	66.98	67.47	64.96	
Food and beverages.....	41.0	41.4	41.1	143.8	144.2	136.3	58.88	59.70	56.02	
Meat products.....	41.2	41.5	40.1	168.0	168.4	163.8	69.22	69.89	65.68	
Canned and preserved fruits and vegetables.....	39.2	38.2	40.0	115.6	122.6	105.4	45.32	46.83	42.16	
Grain mill products.....	42.5	43.0	43.0	158.2	158.6	155.0	67.24	68.20	66.65	
Bread and other bakery products.....	42.9	43.5	43.3	134.2	133.0	129.2	57.57	57.86	55.94	
Distilled and malt liquors.....	40.8	40.4	41.0	191.6	192.6	182.4	78.17	77.81	74.78	
Tobacco and tobacco products.....	42.6	39.8	40.5	167.8	163.3	158.1	71.48	64.99	64.03	
Rubber products.....	40.3	41.2	39.5	171.6	171.7	167.8	69.15	70.74	66.28	
Leather products.....	40.1	39.8	39.7	114.1	115.1	110.1	45.75	45.81	43.71	
Boots and shoes (except rubber).....	39.7	39.3	39.6	109.1	109.7	106.7	43.31	43.11	42.25	
Textile products (except clothing).....	41.3	41.7	41.3	124.5	124.8	121.0	51.42	52.04	49.97	
Cotton yarn and broad woven goods.....	38.2	39.3	38.9	123.0	123.9	120.9	46.99	48.69	47.03	
Woolen goods.....	43.1	43.4	42.5	118.0	117.4	113.3	50.86	50.95	48.15	
Synthetic textiles and silk.....	43.5	43.5	43.8	133.4	132.7	127.9	58.03	57.72	56.02	
Clothing (textile and fur).....	37.6	38.6	37.4	108.2	107.8	105.0	40.68	39.45	39.27	
Men's clothing.....	36.9	36.4	36.1	109.4	109.8	105.7	40.37	39.97	38.16	
Women's clothing.....	38.0	33.5	35.8	115.2	112.7	113.8	41.47	37.75	40.74	
Knit goods.....	40.0	38.7	38.7	110.1	101.5	99.3	40.44	39.28	39.42	
*Wood products.....	40.9	41.0	40.6	145.2	145.8	139.4	59.39	59.78	56.60	
Saw and planing mills.....	40.0	40.4	39.8	153.1	154.2	147.6	61.24	62.30	58.74	
Furniture.....	42.7	41.7	42.1	134.9	135.1	129.7	57.60	56.34	54.60	
Other wood products.....	41.6	42.5	41.8	127.1	126.5	120.2	52.87	53.76	50.24	
Paper products.....	40.9	41.4	42.2	193.0	193.0	189.2	78.94	79.90	79.84	
Pulp and paper mills.....	40.8	41.4	42.5	206.8	206.8	203.1	84.37	85.62	86.32	
Other paper products.....	41.3	41.3	41.4	154.4	153.9	148.6	63.77	63.56	60.28	
Printing, publishing and allied industries.....	39.7	39.4	40.4	196.9	198.7	187.1	78.17	78.29	75.59	
*Iron and steel products.....	40.6	40.6	40.1	191.4	191.4	184.3	77.71	77.71	75.56	
Agricultural implements.....	39.3	41.0	39.5	188.2	191.5	179.8	73.96	78.52	71.02	
Fabricated and structural steel.....	40.5	40.1	40.6	187.2	187.4	181.4	75.82	75.15	73.65	
Hardware and tools.....	40.2	40.6	41.0	166.6	167.3	165.1	66.97	67.92	67.69	
Heating and cooking appliances.....	41.4	41.3	40.8	163.7	164.5	156.4	67.77	67.94	63.81	
Iron castings.....	40.1	39.8	40.7	183.2	184.8	176.9	73.46	73.55	72.00	
Machinery manufacturing.....	41.0	40.9	41.9	179.5	179.3	171.8	73.60	73.33	71.98	
Primary iron and steel.....	40.1	39.8	40.8	223.9	222.2	214.8	89.78	88.83	87.56	
Sheet metal products.....	41.6	41.2	41.6	188.7	185.8	179.1	75.50	76.55	74.51	
*Transportation equipment.....	39.2	40.5	39.9	188.5	189.0	182.3	73.89	76.55	72.74	
Aircraft and parts.....	41.1	40.9	40.5	195.9	194.2	182.2	80.51	79.43	73.79	
Motor vehicles.....	35.6	39.8	37.8	203.9	202.9	193.7	72.59	80.75	73.22	
Motor vehicle parts and accessories.....	38.1	40.5	39.0	185.2	188.7	182.7	70.56	76.42	71.25	
Railroad and rolling stock equipment.....	38.8	40.1	39.7	179.3	180.2	179.4	69.57	72.26	71.22	
Shipbuilding and repairing.....	41.2	41.1	42.6	183.0	183.1	176.3	75.40	75.25	75.10	
*Non-ferrous metal products.....	39.3	40.4	40.3	195.9	194.9	184.8	76.99	78.74	74.47	
Aluminum products.....	42.0	41.5	40.8	169.1	165.0	156.8	71.02	68.48	63.97	
Brass and copper products.....	40.0	40.9	41.2	181.5	180.6	169.1	72.60	73.87	69.67	
Smelting and refining.....	38.5	40.1	40.1	215.0	213.5	207.0	82.78	85.61	83.01	
*Electrical apparatus and supplies.....	40.5	39.3	40.3	173.4	171.8	166.3	70.23	67.52	67.02	
Heavy electrical machinery and equipment.....	40.8	40.2	40.6	194.4	192.3	188.1	79.32	77.30	76.37	
Radios and radio parts.....	40.6	40.7	40.1	154.5	152.8	145.9	62.73	62.19	58.51	
Batteries.....	41.2	39.4	40.4	164.0	163.5	162.4	67.57	64.42	65.61	
Refrigerators, vacuum cleaners and appliances.....	40.6	40.5	38.1	174.4	173.6	169.5	70.81	70.31	64.58	
Miscellaneous electrical products.....	39.1	37.2	40.6	162.9	162.6	153.0	63.69	60.49	62.12	
Wire and cable.....	43.0	37.8	42.6	192.1	186.3	181.3	82.60	70.42	77.23	
*Non-metallic mineral products.....	44.3	43.6	43.2	165.9	167.3	159.8	73.49	72.94	69.03	
Clay products.....	42.5	42.8	42.5	153.1	153.9	148.9	65.07	65.56	63.28	
Glass and glass products.....	43.4	42.3	42.2	163.5	163.5	152.3	70.96	69.18	64.27	
Products of petroleum and coal.....	40.1	41.5	41.0	229.6	233.3	220.5	92.07	96.82	90.41	
Chemical products.....	40.8	41.1	40.4	182.2	182.3	173.1	74.34	74.93	69.93	
Medicinal and pharmaceutical preparations.....	41.5	41.6	38.7	143.4	143.2	132.5	59.51	59.57	51.28	
Acids, alkalis and salts.....	40.7	41.1	40.3	209.4	207.2	199.7	85.23	85.16	80.48	
Miscellaneous manufacturing industries.....	41.4	41.2	40.9	139.3	139.1	131.1	57.67	57.31	53.62	
*Durable goods.....	40.4	40.7	40.6	179.0	179.5	172.8	72.32	73.08	70.16	
Non-durable goods.....	40.3	40.3	40.5	152.8	153.6	147.3	61.58	61.90	59.66	
Construction.....	42.8	41.6	43.0	176.1	176.5	174.6	75.37	73.42	75.08	
Building and general engineering.....	42.7	40.9	43.0	192.0	193.7	189.4	81.98	79.23	81.44	
Highways, bridges and streets.....	43.0	42.7	42.8	147.9	147.8	143.0	63.60	63.11	61.20	
Electric and motor transportation.....	44.1	44.7	44.4	168.9	166.6	159.7	74.48	74.47	70.91	
Service.....	39.5	39.8	39.9	95.0	95.8	91.7	37.53	38.13	36.59	
Hotels and restaurants.....	39.7	39.7	40.4	92.7	93.3	89.9	36.80	37.04	36.32	
Laundries and dry cleaning plants.....	39.4	40.3	39.6	95.5	96.4	89.8	37.63	38.85	35.56	

* Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registration for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
October 1, 1953.....	24,025	17,806	41,831	117,827	53,453	171,280
October 1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April 1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May 1, 1958.....	17,323	13,174	30,497	592,509	165,419	757,928
June 1, 1958.....	15,172	14,677	29,849	450,357	156,624	606,981
July 1, 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958 ⁽¹⁾	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958 ⁽¹⁾	9,385	11,430	20,815	228,426	107,123	335,549

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 29, 1958⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				July 31 1958	August 30 1957
Agriculture, Fishing, Trapping.....	1,572	186	1,758	—	280
Forestry.....	293	4	296	+	1,434
Mining, Quarrying and Oil Wells.....	371	47	418	+	202
Metal Mining.....	182	14	196	—	134
Fuels.....	139	23	162	+	43
Non-Metal Mining.....	10	2	12	—	0
Quarrying, Clay and Sand Pits.....	15	1	16	+	1
Prospecting.....	25	7	32	+	26
Manufacturing.....	2,185	2,888	5,073	+	2,003
Foods and Beverages.....	380	599	979	+	516
Tobacco and Tobacco Products.....	1	10	11	—	0
Rubber Products.....	8	7	15	—	38
Leather Products.....	50	158	208	+	154
Textile Products (except clothing).....	66	107	173	—	126
Clothing (textile and fur).....	82	1,297	1,379	+	251
Wood Products.....	246	74	320	+	105
Paper Products.....	61	56	117	+	120
Printing, Publishing and Allied Industries.....	98	115	213	+	68
Iron and Steel Products.....	333	119	452	+	156
Transportation Equipment.....	332	25	357	—	274
Non-Ferrous Metal Products.....	81	29	110	—	54
Electrical Apparatus and Supplies.....	161	99	260	+	60
Non-Metallic Mineral Products.....	62	40	102	—	8
Products of Petroleum and Coal.....	31	16	47	—	8
Chemical Products.....	121	61	182	+	51
Miscellaneous Manufacturing Industries.....	72	76	148	+	30
Construction.....	1,632	79	1,711	—	796
General Contractors.....	994	46	1,040	—	681
Special Trade Contractors.....	638	33	671	+	25
Transportation, Storage and Communication.....	400	220	620	—	331
Transportation.....	331	90	421	—	249
Storage.....	22	16	38	+	24
Communication.....	47	114	161	—	58
Public Utility Operation.....	39	25	64	—	154
Trade.....	1,635	2,098	3,733	+	876
Wholesale.....	569	441	1,010	—	72
Retail.....	1,066	1,657	2,723	+	804
Finance, Insurance and Real Estate.....	554	500	1,054	+	40
Service.....	1,493	7,300	8,793	+	1,745
Community or Public Service.....	195	1,264	1,459	—	376
Government Service.....	578	291	869	—	232
Recreation Service.....	35	61	96	—	92
Business Service.....	348	362	710	—	61
Personal Service.....	337	5,322	5,659	+	1,106
Grand Total.....	10,173	13,347	23,520	—	7,211

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT AUGUST 28, 1958⁽¹⁾

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,004	930	1,934	6,881	1,799	8,680
Clerical workers.....	911	2,682	3,593	13,148	40,642	53,790
Sales workers.....	1,154	1,079	2,233	5,127	12,505	17,632
Personal and domestic service workers.....	701	5,952	6,653	24,685	16,465	41,150
Seamen.....	9	—	9	1,091	5	1,096
Agriculture, fishing, forestry (Ex. log.)....	1,379	72	1,451	1,936	246	2,182
Skilled and semiskilled workers.....	3,318	1,812	5,130	109,024	17,452	126,476
Food and kindred products (incl. tobacco).....	38	6	44	1,233	429	1,662
Textiles, clothing, etc.....	64	1,378	1,442	2,333	10,240	12,573
Lumber and lumber products.....	309	2	311	11,422	129	11,551
Pulp, paper (incl. printing).....	36	14	50	1,121	464	1,585
Leather and leather products.....	34	105	139	787	833	1,620
Stone, clay and glass products.....	9	—	9	305	37	342
Metalworking.....	394	22	416	20,756	1,378	22,134
Electrical.....	89	33	122	3,164	1,088	4,252
Transportation equipment.....	9	—	9	1,666	97	1,763
Mining.....	111	—	111	3,178	—	3,178
Construction.....	843	—	843	18,440	4	18,444
Transportation (except seamen).....	333	21	354	16,517	126	16,643
Communications and public utility.....	17	—	17	617	9	626
Trade and service.....	112	186	298	2,888	1,456	4,344
Other skilled and semiskilled.....	833	31	864	18,446	928	19,374
Foremen.....	29	14	43	2,534	224	2,758
Apprentices.....	58	—	58	3,617	10	3,627
Unskilled workers.....	1,536	919	2,455	75,427	17,309	92,736
Food and tobacco.....	259	480	739	2,424	3,208	5,632
Lumber and lumber products.....	75	32	107	7,768	313	8,081
Metalworking.....	72	23	95	6,856	568	7,424
Construction.....	591	—	591	26,064	3	26,067
Other unskilled workers.....	539	384	923	32,315	13,217	45,532
Grand Total.....	10,012	13,446	23,458	237,319	106,423	343,742

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT AUGUST 28, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Registrations		
	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957
Newfoundland						
Corner Brook	313	276	101	7,882	7,202	4,858
Grand Falls	9	4	5	2,194	2,001	1,108
St. John's	4	2	3	682	605	509
	300	270	93	5,006	4,596	3,241
Prince Edward Island						
Charlottetown	138	149	141	1,252	1,453	903
Summerside	98	108	91	728	820	464
	40	41	50	524	633	439
Nova Scotia						
Amherst	596	525	1,022	12,829	13,842	9,692
Bridgewater	10	12	27	438	570	388
Halifax	12	10	8	564	695	415
Inverness	386	358	593	3,738	4,039	2,681
Kentville	77	42	110	267	347	285
Liverpool	3	1	6	261	271	198
New Glasgow	39	26	93	2,340	2,161	1,484
Springhill		1		233	237	440
Sydney	17	15	92	2,814	2,951	1,917
Truro		3	28	628	698	549
Yarmouth	52	57	65	658	808	591
New Brunswick						
Bathurst	587	479	960	12,028	13,376	10,021
Campbellton	11	5	6	703	1,000	860
Edmundston	30	37	47	1,065	972	786
Fredericton	2	8	22	685	849	569
Minto	98	87	172	1,176	1,260	753
Moncton		2	93	776	833	327
Newcastle	284	224	292	2,306	2,517	2,000
Saint John	143	96	211	2,503	2,560	2,435
St. Stephen	8	4	12	1,042	1,375	730
Sussex	9	10	18	211	204	237
Woodstock	2	5	80	667	802	376
Quebec						
Alma	4,595	4,744	8,267	99,706	112,675	68,975
Asbestos	16	33	51	1,271	1,217	795
Beauharnois	11	8	15	644	736	303
Buckingham	37	36	38	605	580	395
Causapscal	17	8	4	656	748	396
Chandler	62	47	3	683	641	892
Chicoutimi	5	1	7	283	204	168
Dolbeau	61	52	140	1,263	1,336	966
Drummondville	17	18	12	918	1,153	844
Farnham	38	22	40	1,194	1,339	1,087
Forestville	11	99	12	513	539	412
Gaspé	3	4	67	686	724	235
Granby	9	11	6	290	303	147
Hull	80	35	42	1,393	1,582	1,033
Joliette	42	36	82	1,079	1,927	1,404
Jonquière	124	121	1,083	1,686	2,481	1,188
Lachute	34	35	35	1,390	1,304	1,327
La Mablaie	24	38	22	362	525	261
La Tuque	17	89	6	337	454	230
Lévis	92	18	201	678	583	419
Louiseville	60	71	194	1,989	2,327	1,490
Magog	34	43	61	676	764	589
Maniwaki	1	2	4	527	486	419
Matsane			2	226	326	268
Mégantic	3	12	4	868	914	588
Mont-Laurier	9	13	31	301	411	483
Montmagny	10	4	26	510	616	423
Montreal	20	14	21	718	782	1,227
New Richmond	2,454	2,632	3,813	42,472	47,974	24,184
Port Alfred	11	8	4	314	370	391
Quebec	4	5	8	349	345	292
Rimouski	468	502	610	7,404	7,942	6,076
Rivière du Loup	59	38	83	1,307	1,379	1,318
Roberval	12	9	52	979	1,095	885
Rouyn	8	12	13	827	973	489
Ste. Agathe	48	59	103	2,031	2,485	1,693
Ste. Anne de Bellevue	9	15	36	242	263	180
Ste. Thérèse	32	37	57	535	597	240
St. Hyacinthe	28	38	66	963	1,004	629
St. Jean	89	24	41	951	1,535	993
St. Jérôme	74	49	63	1,307	1,672	811
Sept-Îles	30	35	40	694	1,192	521
Shawinigan	31	53	219	432	723	486
Sherbrooke	17	1	61	2,901	2,996	1,786
Sorel	95	67	117	3,199	3,374	2,584
Thetford Mines	40	33	90	2,140	1,873	768
Trois-Rivières	45	79	53	1,006	1,131	728
Val d'Or	113	92	223	2,823	2,970	1,709
	14	20	21	1,380	1,372	1,322

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT AUGUST 28, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	⁽¹⁾ August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957	⁽¹⁾ August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957
Quebec—Con.						
Valleyfield.....	16	24	82	1,256	1,478	913
Victoriaville.....	23	24	44	1,049	1,608	1,106
Ville St. Georges.....	38	18	159	839	1,262	902
Ontario.....	9,119	10,436	9,778	133,398	137,382	102,560
Arnprior.....	16	14	12	129	164	145
Barrie.....	32	46	67	689	608	601
Belleville.....	28	50	43	1,105	1,246	737
Bracebridge.....	45	58	46	386	357	324
Brampton.....	26	15	26	702	689	428
Brantford.....	67	67	83	2,284	2,406	2,399
Brockville.....	27	31	25	290	400	232
Carleton Place.....	18	12	18	150	117	112
Chatham.....	357	54	558	1,499	1,997	1,284
Cobourg.....	15	8	67	571	698	622
Collingwood.....	12	15	14	382	496	268
Cornwall.....	119	97	135	2,403	2,871	1,380
Fort Erie.....	6	5	18	395	404	222
Fort Frances.....	23	22	32	265	318	95
Fort William.....	115	185	276	1,405	1,317	678
Galt.....	74	21	233	1,306	1,495	1,006
Gananoque.....	6	10	12	139	162	141
Goderich.....	22	15	21	289	336	241
Guelph.....	23	33	110	1,226	1,449	1,093
Hamilton.....	687	606	677	12,360	11,608	8,654
Hawkesbury.....	16	6	10	331	400	215
Ingersoll.....	50	28	61	374	535	265
Kapuskasing.....	55	34	32	775	672	281
Kenora.....	34	15	63	355	344	179
Kingston.....	108	86	157	1,163	1,045	953
Kirkland Lake.....	30	38	153	665	678	405
Kitchener.....	114	67	122	1,946	2,503	1,601
Leamington.....	41	23	57	627	810	685
Lindsay.....	6	17	26	596	644	542
Listowel.....	32	34	40	173	188	127
London.....	519	506	470	3,751	3,576	2,893
Long Branch.....	175	144	152	2,638	2,477	2,003
Midland.....	33	16	28	367	383	293
Napanee.....	3	3	8	284	298	225
Newmarket.....	63	53	39	765	825	477
Niagara Falls.....	35	41	214	1,506	1,597	692
North Bay.....	11	28	14	1,009	1,356	705
Oakville.....	59	60	101	794	818	389
Orillia.....	22	31	31	840	845	480
Oshawa.....	64	62	136	7,676	7,223	7,821
Ottawa.....	890	800	873	3,317	3,841	2,914
Owen Sound.....	8	14	16	1,062	1,184	808
Parry Sound.....	1	2	6	190	180	63
Pembroke.....	70	95	174	1,105	1,237	853
Perth.....	39	36	37	200	300	190
Peterborough.....	136	58	54	2,452	2,534	2,025
Picton.....	26	17	35	199	232	125
Port Arthur.....	126	265	191	1,984	1,879	797
Port Colborne.....	17	15	17	858	631	344
Prescott.....	28	36	24	422	560	334
Renfrew.....	6	7	11	409	569	229
St. Catharines.....	123	81	223	5,564	5,472	3,615
St. Thomas.....	204	50	72	716	869	568
Sarnia.....	51	72	86	1,807	2,099	1,243
Sault Ste. Marie.....	304	233	217	2,115	1,862	885
Simcoe.....	769	2,885	58	422	902	333
Sioux Lookout.....	5	8	9	115	115	66
Smiths Falls.....	37	17	10	228	223	178
Stratford.....	25	29	44	694	695	570
Sturgeon Falls.....	2	2	7	799	732	375
Sudbury.....	249	294	418	3,207	3,940	1,811
Timmins.....	55	82	60	1,438	1,555	975
Toronto.....	2,182	2,146	2,230	30,465	32,078	23,565
Trenton.....	95	55	49	505	638	428
Walkerton.....	60	48	52	314	319	220
Wallaceburg.....	3	3	10	285	372	297
Welland.....	48	16	52	1,869	1,982	920
Weston.....	224	168	166	1,873	1,875	1,399
Windsor.....	131	91	176	13,606	11,390	13,792
Woodstock.....	17	155	14	568	762	745
Manitoba.....	1,927	1,634	2,481	10,875	12,851	8,474
Brandon.....	166	133	264	726	814	529
Dauphin.....	14	21	25	384	410	250
Flin Flon.....	37	53	63	164	189	104
Portage la Prairie.....	51	35	48	417	469	265
The Pas.....	47	28	43	243	277	72
Winnipeg.....	1,612	1,364	2,038	8,941	10,692	7,254

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT AUGUST 28, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ^(*)			Registrations		
	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957	(1) August 28, 1958	Previous Month July 31, 1958	Previous Year August 29, 1957
Saskatchewan	979	844	1,433	5,440	6,460	4,002
Estevan	72	64	77	171	283	131
Moose Jaw	132	175	217	479	639	395
North Battleford	42	52	58	367	441	262
Prince Albert	117	70	120	740	681	541
Regina	217	173	405	1,407	1,647	1,064
Saskatoon	223	166	256	1,299	1,476	934
Swift Current	62	45	86	218	248	143
Weyburn	20	16	46	120	169	60
Yorkton	94	83	168	639	876	472
Alberta	3,079	2,632	2,909	12,816	15,410	9,559
Blairmore	15	8	23	328	430	229
Calgary	1,123	987	1,026	4,108	4,782	3,066
Drumheller	43	24	50	207	296	185
Edmonton	1,365	1,238	1,252	6,309	7,794	4,746
Edson	12	17	39	196	280	193
Lethbridge	198	177	210	709	751	454
Medicine Hat	173	114	232	485	525	358
Red Deer	150	117	77	474	542	328
British Columbia	2,125	1,594	3,334	47,516	51,359	29,383
Chilliwack	44	74	72	1,500	1,492	563
Courtenay	3	3	56	1,380	1,510	563
Cranbrook	20	19	48	292	363	183
Dawson Creek	51	14	65	495	725	308
Duncan	22	18	32	1,417	1,431	898
Kamloops	13	22	66	688	792	445
Kelowna	38	10	476	463	594	240
Kitimat	16	11	122	224	200	175
Mission City	7	7	8	777	881	355
Nanaimo	23	20	22	1,867	1,919	1,104
Nelson	22	12	32	345	495	270
New Westminster	189	200	383	6,341	6,807	3,766
Penticton	12	8	29	474	569	239
Port Alberni	36	50	39	1,191	1,304	720
Prince George	74	51	102	944	1,161	878
Prince Rupert	23	26	83	531	627	383
Princeton	7	5	12	172	212	134
Trail	38	16	26	441	490	300
Vancouver	1,244	696	1,069	23,739	25,020	14,944
Vernon	24	58	250	561	813	380
Victoria	192	224	287	3,510	3,761	2,390
Whitehorse	27	50	45	164	193	147
Canada	23,458	23,363	30,426	343,742	372,010	248,427
Males	10,012	11,505	14,379	237,319	252,853	171,981
Females	13,446	11,858	16,047	106,423	119,157	76,446

¹ Preliminary subject to revision.² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	125,199	131,685
1955	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956	1,046,979	748,364	298,515	68,522	252,783	379,085	210,189	136,400
1957	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (8 months)	602,166	405,335	196,831	38,433	144,980	212,110	128,363	78,280
1958 (8 months)	552,351	357,809	194,542	34,199	127,679	186,316	117,383	86,774

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, AUGUST 1958

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.3	18,146	370,463
Prince Edward Island.....	0.8	3,163	57,322
Nova Scotia.....	10.1	42,589	842,455
New Brunswick.....	7.6	32,035	635,981
Quebec.....	69.4	291,395	5,984,571
Ontario.....	82.6	346,999	7,249,163
Manitoba.....	7.4	30,994	592,575
Saskatchewan.....	3.4	14,282	273,767
Alberta.....	7.4	31,043	636,086
British Columbia.....	30.2	126,861	2,869,060
Total, Canada, August 1958.....	223.2	937,477	19,491,443
Total, Canada, July 1958.....	294.8	1,297,228	26,815,103
Total, Canada, August 1957.....	155.1	651,389	13,033,311

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE “LIVE FILE” ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, AUGUST 29, 1958

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	August 30, 1957 Total Claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	294,587	93,708	32,037	47,544	29,527	21,750	17,481	52,540	28.8	208,708
Male.....	208,738	74,708	24,183	33,629	18,873	13,542	10,933	32,870	29.8	146,959
Female.....	85,849	19,000	7,854	13,915	10,654	8,208	6,548	19,670	26.1	61,749
Newfoundland.....	6,893	2,986	643	716	469	486	311	1,282	69.7	4,394
Male.....	5,999	2,828	567	568	363	400	250	1,023	73.0	3,846
Female.....	894	158	76	148	106	86	61	259	47.4	548
Prince Edward Island.....	820	116	89	203	151	65	51	145	60.9	711
Male.....	538	80	54	136	95	44	35	94	67.5	499
Female.....	282	36	35	67	56	21	16	51	48.2	212
Nova Scotia.....	19,546	10,200	1,481	1,722	1,289	1,121	1,028	2,705	21.7	9,579
Male.....	16,858	9,699	1,245	1,272	958	878	809	1,997	19.2	7,716
Female.....	2,688	501	236	450	331	243	219	708	37.4	1,863
New Brunswick.....	9,645	2,524	1,002	1,624	1,109	902	872	1,612	46.6	9,029
Male.....	7,350	2,084	789	1,192	788	666	688	1,143	49.6	7,254
Female.....	2,295	440	213	432	321	236	184	469	37.2	1,775
Quebec.....	86,355	24,541	9,730	14,342	9,442	7,129	5,718	15,453	28.5	60,059
Male.....	59,839	18,686	7,308	10,152	5,987	4,401	3,597	9,728	30.7	40,731
Female.....	26,516	5,875	2,422	4,190	3,455	2,728	2,121	5,725	23.8	19,328
Ontario.....	110,883	35,151	11,919	19,168	10,488	7,867	6,007	20,283	24.7	87,515
Male.....	76,075	27,311	9,018	13,379	6,320	4,449	3,382	12,216	23.6	61,089
Female.....	34,808	7,840	2,901	5,789	4,168	3,418	2,625	8,067	27.0	26,426
Manitoba.....	7,967	2,361	781	1,103	817	651	549	1,705	24.5	6,234
Male.....	4,535	1,487	432	590	432	385	313	896	29.7	3,375
Female.....	3,432	874	349	513	385	266	236	809	17.5	2,859
Saskatchewan.....	4,040	1,029	397	654	443	315	284	918	42.6	2,665
Male.....	2,127	611	197	332	208	144	152	483	50.4	1,475
Female.....	1,913	418	200	322	235	171	132	435	33.9	1,190
Alberta.....	10,218	3,339	1,015	1,371	967	756	730	2,040	37.8	7,929
Male.....	6,786	2,509	662	844	560	449	489	1,273	45.1	6,013
Female.....	3,432	830	353	527	407	307	241	767	23.5	1,916
British Columbia.....	38,220	11,461	4,980	6,641	4,352	2,458	1,931	6,397	29.1	20,593
Male.....	28,631	9,433	3,911	5,164	3,162	1,726	1,218	4,017	30.9	14,961
Female.....	9,589	2,028	1,069	1,477	1,190	732	713	2,380	23.9	5,632

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
AUGUST, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,746	1,642	2,104	3,402	2,499	903	1,096
Prince Edward Island.....	230	142	88	264	199	65	26
Nova Scotia.....	11,959	3,944	8,015	11,551	10,445	1,106	1,503
New Brunswick.....	3,848	2,281	1,567	3,844	2,763	1,081	1,034
Quebec.....	36,160	20,697	15,463	39,513	30,618	8,895	7,234
Ontario.....	56,686	31,775	24,911	53,947	43,849	10,098	14,343
Manitoba.....	3,543	2,318	1,225	3,921	2,925	996	723
Saskatchewan.....	1,626	1,034	592	1,703	1,240	463	334
Alberta.....	4,529	2,463	2,066	4,783	3,540	1,243	1,303
British Columbia.....	17,363	8,635	8,728	17,726	13,758	3,968	4,428
Total, Canada, August 1958.....	139,690	74,931	64,759	140,654	111,836	28,818	32,024
Total, Canada, July 1958.....	167,402	91,426	75,976	176,364	141,188	35,166	32,988
Total, Canada, August 1957.....	115,287	64,150	51,137	115,553	93,113	22,440	29,017

* In addition, revised claims received numbered 21,058.

† In addition, 21,367 revised claims were disposed of. Of these, 1,709 were special requests not granted and 932 were appeals by claimants. There were 3,401 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of the Month of:	Total	Employed	Claimants
1958—August.....	3,924,700	3,623,900	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,762,500	226,500
September.....	3,996,000	3,787,300	208,700
August.....	3,998,000	3,792,200	205,800

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1958

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	September 1957	August 1958	September 1958					
(¹) St. John's, Nfld.....	110.2	113.1	112.5	110.8	114.2	103.4	108.5	122.0
Halifax.....	120.9	123.2	123.1	116.7	131.5	114.7	125.5	131.6
Saint John.....	123.5	125.7	125.7	120.3	135.0	116.7	121.4	137.4
Montreal.....	122.8	124.9	126.1	126.4	142.8	107.0	118.2	131.9
Ottawa.....	124.7	126.0	125.7	121.7	145.5	111.4	118.7	132.0
Toronto.....	126.8	128.9	128.7	122.3	153.9	113.3	120.9	134.1
Winnipeg.....	121.2	122.7	123.3	121.7	130.3	115.2	117.8	129.2
Saskatoon—Regina.....	121.1	122.2	123.0	122.9	121.5	118.7	123.2	125.8
Edmonton—Calgary.....	120.5	121.3	121.8	119.3	125.1	114.4	120.8	128.1
Vancouver.....	123.5	125.1	126.0	123.0	137.5	113.1	128.2	130.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(¹) St. John's Index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-SEPTEMBER 1957-1958(a)

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,984	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
September.....	26	56	30,900	46,944	496,780	0.49
Cumulative Totals....	208		92,939		1,502,600	0.17
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
August.....	25	42	7,044	14,532	187,450	0.19
September.....	28	49	11,031	20,650	190,045	0.18
Cumulative Totals....	205		68,143		1,206,845	0.13

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes uncompleted at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS SEPTEMBER 1958, INVOLVING 100 OR MORE WORKERS

Preliminary, subject to revision

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Lost in Man-Days Accumulated				
In Progress Prior to September 1958							
MINING— Non-Metal Mining— Canadian Gypsum Co., Wentworth and Hantsport N.S.	Nova Scotia Quarry Workers, Union, No. 294, CLC.	176(b)	4,400	77,350	Oct. 31 1957	Wages, hours, union security and fringe benefits.	
In Progress to September 1958							
MANUFACTURING— Food and Beverages— Robbinsford Flour Mills, Port Colborne, Ont.	United Packinghouse Workers of America, No. 416, AFL-CIO/CLC.	195	2,145	9,555	July 8	Wage increase, improved fringe benefits, one-year contract.	
Brewers' Warehousing Co., Ontario wide.	Various locals of the Interna- tional Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, AFL-CIO/CLC.	1,200	21,600	39,485	Aug. 7 Aug. 12	Wage increase of 28 cents over three years, im- proved fringe benefits.	
A. Keith and Sons and Oland & Sons, Halifax, N.S.	International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 361, AFL-CIO/CLC.	163	3,420	4,580	Aug. 21	Wages and closed shop.	
Clothing— Hyde Park Clothes, Montreal, Que.	Amalgamated Clothing Work- ers AFL-CIO/CLC.	278	830	32,020	Mar. 17	Recognition; certification pro- ceedings forecasted by court action.	Replacement of workers.
Wood Products— The Steel Equipment, Fenbrooke, Ont.	United Steelworkers of Ameria, No. 3257, AFL-CIO/ CLC.	159	1,430	3,335	Aug. 14	Sept. 15	Wages.
Iron and Steel Products— Steel Company of Canada, Hamilton, Ont.	United Steelworkers of Ameria, No. 1005, AFL-CIO/ CLC.	8,077(c)	169,615	290,770	Aug. 11	Wages.	
Transportation Equipment— David Shipbuilding, Lawson, Que.	National Metal Trades Fed- eration, CCCL.	1,790	37,590	58,940	Aug. 18	Wages, hours and seniority.	

CONSTRUCTION—	United Association of Master Plumbers and Heating Contractors, Vancouver, B.C.	1,000	5,000	89,000	Apr. 30	Sept. 9	Wages.
TRANSPORTATION—	Shipping Federation of B.C. Various points on B.C. Coast.	1,300	29,900	42,900	Aug. 21	Sept. 24	Wage increase of 20 cents an hour and fringe benefits amounting to 6 cents an hour.
	St. John's Employers' Association, St. John's, Nfld.	900	13,500	20,700	Aug. 21	Sept. 18	Wages, hours, improved pension plan.
							Proposed changes in work load.
							Revision of proposed work load changes.
COMMENCING IN SEPTEMBER 1958							
MINING—	United Mine Workers of America, No. 4514.	250	250	250	Sept. 25	Sept. 27	Loading conditions on longwall.
Fuels—	International Union of Mine, Mill and Smelter Workers, Canada Nos. 508 and 637.	13,000	78,000	78,000	Sept. 24	.....	Return of workers.
Cumberland Railway and Coal Co., Springhill, N.S.							
Other—	International Nickel Sudbury, Port Colborne, Ont.	273(d)	820	820	Sept. 26	.....	Wages, fringe benefits and other contract changes.
MANUFACTURING—	Association des Employés du Bas-Façoné de St-Hyacinthe, CCCI.	100	400	400	Sept. 22	Sept. 26	Seniority rights, grievance procedures.
Clothing—	United Brotherhood of Carpenters and Joiners of America, No. 1591, AFL-CIO/CLC.	531	6,370	6,370	Sept. 4	.....	Wages and hours.
Gotham Hosiery Co. of Canada, St. Hyacinthe, Que.	United Steelworkers of America, No. 1817, AFL-CIO/CLC.	117	820	820	Sept. 22	.....	Return of workers, further negotiations.
Wood Products—	International Molders' and Foundry Workers Union of North America, No. 28, AFL-CIO/CLC.	184	3,495	3,495	Sept. 3	.....	Wages, seniority benefits and a wage study plan.
La Perelle Lumber Co. and Geo. Eddy Co., Bathurst, N.B.	Hamilton Gear and Machine Co., Hamilton, Ont.						Wages and fringe benefits.
Iron and Steel Products—	Oil, Chemical and Atomic Workers International Union, No. 16-3666, AFL-CIO/CLC.						Wages, union security and seniority.
Fittings Limited, Ottawa, Ont.							
Canadian Industries, Edmonton, Alta.							

TABLE G-2.—STRIKES AND LOCKOUTS SEPTEMBER 1958, INVOLVING 100 OR MORE WORKERS

Preliminary, subject to revision

Employer(s)	Union(s)	On Strike or Locked Out		Date Begun(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-Days September Accumulated				
Commencing in September 1958							
CONSTRUCTION— Nine Building Contractors, Kitchener, Ont.	Bricklayers, Masons and Plasterers International Union, No. 12, AFL-CIO/ CLC.	110	660	Sept. 8	Sept. 16	Wages.	
Toronto Builders Exchange, Toronto, Ont.	Operative Plasterers and Ce- ment Masons Internation- al Association No. 698, AFL- CIO/CLC, and other Build- ing Trade Unions.	15,000	90,000	Sept. 11	.....	Starting time and shift pre- miums.	
Sarnia Electrical Contractors, Sarnia, Ont.	International Brotherhood of Electrical Workers, No. 530, AFL-CIO/CLC.	910	9,100	Sept. 17	.....	Wages and vacation pay.	

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.
 (b) 43 indirectly affected; (c) 378 indirectly affected; (d) 25 indirectly affected.

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